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MANAGEMENT
SERVICES

1981 - 1982
Production Management Compensation Survey

Management Services Department
of
Printing Industries of America, Inc.

MANAGEMENT SERVICES DEPARTMENT, PRINTING INDUSTRIES OF AMERICA, INC.
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1981 - 1982
PRODUCTION MANAGEMENT COMPENSATION SURVEY

Researched By
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Printing Industries of America Inc.

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1981 - 1982 Production Management Compensation Survey

Summary Information

SUMMARY INFORMATION

We wish to thank all those companies that participated in the 1981-1982 Production Management Compensation Survey. This year, we increased participation to 486 comapnies, a 77% increase from our 1978 survey. This is a tremendous growth rate and we thank you again.

This summary report contains the following information -

Table I - Profile of Participating Companies
Table 2 - Summary of Company Policy for Production Management Personnel Fringe Benefits
Table 3 - Summary of Company Salary Information for Various Production Management Positions with Comparison to 1978 Figures
Table 4 - Summary of Company Bonus Data for Various Production Management Positions
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Table 1 shows the participation by product and area of location; every category went up in participation as compared to 1978 where there was a decline in a few categories.

The following is a profile of participation in terms of sales volume:

Sales Volume	% Participation 1978	% Participation 1981
Under 500,000	12.8	21.0
500,001-1,500,000	27.7	27.5
1,500,001-5,000,000	38.3	30.0
5,000,001-10,000,000	12.7	10.0
Over 10,000,000	8.5	10.9

In Table 2, we present an overview of Fringe Benefits. Retirement programs showed a drop from 1978 but dental insurance continued it's rise, again going up about 40%. The decline in retirement programs (approximately 18%) may be due to the fact that more companies are leaning to Profit Sharing.

In Table 3, we show the salary information for production management positions. In 1978, 17 positions were below $20,000 per year; in 1981, only four positions were below $20,000 per year. In absolute terms, most weighted, the percentage increase was 29.8% as compared to 22.3% in 1978. This is noteworthy, for generally, as the base goes up, the percent tends to decline, even though the actual dollars may show an increase. If a person is making $10,000 and increases to $13,000, that is a 33% increase; if a person is making $20,000 and increases to $25,000, the percent is 25%.

Two other points worth noting in Table 3 - Even though the participation almost doubled (77%), Letterpress Foremen remained constant - thirty-three reported in 1978; thirty-three reported in 1981. This was the only category that remained static against 1978. Next, Offset Foremen showed the highest percentage increase in 1978 (32.2% and $5,062) and showed the lowest percentage in 1981 (less Art Directors). The percent increase was 21.4% and in absolute dollars $4,691.

TABLE 1: PROFILE BY AREA OF LOCATION

	Number Of Respondents	Northeast		Midwest		Far West		Southeast		Canadian Provinces	
	No.	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct
Total, All Respondents	486	82	17	133	27	96	20	147	30	28	6
Form of Business											
Commercial Printing	257	44	17	66	26	50	19	82	32	15	6
Magazine & Periodicals	33	8	24	4	12	5	15	15	45	1	3
Advertising Materials	51	6	12	17	33	10	20	16	31	2	4
Catalogs & Directories	11	3	27	2	18	2	18	2	18	2	18
Labels & Wrappers	13	2	15	7	54	2	15	2	15	0	0
Financial & Legal	10	1	10	2	20	4	40	2	20	1	10
Newspapers	5	0	0	3	60	0	0	2	40	0	0
Business Forms	33	3	9	8	24	10	30	9	27	3	9
Book Printing	17	4	24	7	41	3	18	2	12	1	6
Greeting Cards	3	1	33	2	67	0	0	0	0	0	0
Blank Books, Looseleaf	1	1	100	0	0	0	0	0	0	0	0
Other	41	9	22	9	22	8	20	14	34	1	2
Unanswered	11	0	0	6	55	2	18	1	9	2	18
Industrial Relations											
Open Shop	364	60	16	89	24	71	20	128	35	16	4
Union Shop	85	16	19	29	34	17	20	12	14	11	13
Combination Shop	33	5	15	14	42	7	21	6	18	1	3
Unanswered	4	1	25	1	25	1	25	1	25	0	0
Sales Volume											
Under $500,000	102	12	12	22	22	26	25	39	38	3	3
500,001-1,500,000	134	26	19	29	22	38	28	33	25	8	6
1,500,001-5,000,000	146	27	18	49	34	20	14	41	28	9	6
5,000,001-10,000,000	49	12	24	11	22	6	12	13	27	7	14
Over 10,000,000	53	5	9	22	42	6	11	19	36	1	2
Unanswered	2	0	0	0	0	0	0	2	100	0	0

TABLE 2: FRINGE BENEFITS

Item	Number Of Respondents 1978	Number Of Respondents 1981	Percentage 1978	Percentage 1981
Average Percentage Pay Differential of Shop Foreman over Typical Straight Time Pay of Journeyman or Top Level Craftsman Who Works Directly for Supervisor	262	452	22.6%	23.2%
Average Maximum Vacation Benefit for Production Management Personnel	273	480	3.5	3.5 weeks
Minimum Average Period of Service Required to Qualify for Maximum Benefit for the Above	254	434	9.6	7.5 years
Average Percent Given Some Hospitalication Coverage	259	482	100.0%	96.0%
Average Percent Given Major Medical Insurance	270	482	95.0%	96.0%
Average Percent Given Some Life Insurance	269	483	93.0%	89.0%
Average Percent Given Some Retirement Program	268	479	67.0%	55.0%
Average Percent Given Some Dental Insurance	263	482	24.0%	33.0%

TABLE 3: SUMMARY OF COMPANY SALARY INFORMATION FOR PRODUCTION MANAGEMENT POSITIONS

Position	Number Reported 1978	Number Reported 1981	Average Salary 1978 1981	Percent Increase
Vice President-Production	119	168	$31,576-38,780	22.2%
Plant Manager	129	200	25,473-31,510	23.9%
Plant Superintendent	109	168	22,717-29,743	30.8%
Night Superintendent	53	73	20,541-27,037	31.6%
Assistant Superintendent	22	38	17,791-24,802	39.3%
General Foreman	71	115	19,181-24,115	26.1%
Composing Room Foreman	109	153	17,383-21,970	25.6%
Letterpress Foreman	33	46	17,160-21,610	26.2%
Offset Press Foreman	200	274	21,012-25,703	21.4%
Bindery Foreman	198	240	18,192-23,203	27.5%
Assistant Bindery Foreman	47	52	17,060-20,057	17.6%
Offset Plate Foreman	65	55	21,079-25,404	20.4%
Stripping Foreman	109	154	20,145-24,276	15.4%
Production Manager	69	106	19,905-25,340	27.1%
Assis. Production Manager	31	53	16,099-20,190	25.5%
Production Operator	80	96	15,210-18,155	19.7%
Service Manager	105	94	16,172-19,485	20.4%
Estimator	221	212	17,456-25,374	45.2%
Assistant Estimator	52	57	13,593-17,458	28.7%
Purchasing Agent	74	110	17,418-24,318	39.6%
Art Director	56	81	19,361-20,456	5.7%
Scheduler	65	102	15,932-21,745	36.4%
Industrial Engineer	19	30	20,483-26,277	28.3%
Shipping Clerk	114	143	12,445-15,071	20.9%
Traffic Manager	48	60	16,492-21,600	30.3%
Quality Control	43	67	17,484-23,713	35.5%

Table 4 gives the company bonus status. The drop in bonus was primarily at the higher levels of production management such as: Vice President, Plant Manager, Night Superintendent, and Assistant Superintendent. In general, bonuses moved up slightly and interestingly enough, the ratio studies also show that earnings moved up slightly.

In 1978, the profit of all firms was 4.8% - in 1981, the profit of all firms was 5.1%. There is doubtlessly some relation between the two figures.

Table 5 still has some discrepancies in the reporting of figures. We are attempting to determine whether the span of authority in various positions plus the number of people under the management title is increasing or decreasing. We do not believe that you can do it categorically from this chart, even though we have again attempted to remove from the data obvious errors. However, it can be used carefully - obviously, an Assistant Bindery Foreman, for example, does not have 11 people whom he directly supervises; however, the total figure of 22.8 people (an average) may indicate a decrease in span of control.

Table 6 is a summary of Average Age and Length of Time in Position. Average age showed a slight drop (generally one year) while time in present position also showed a drop - sixteen out of twenty-six positions dropped in 1978, fourteen of the twenty-six positions dropped. Perhaps this is an impact of newer people making inroads into production management positions or perhaps the turnover rate is increasing. No firm conclusion can be drawn.

TABLE 4: SUMMARY OF COMPANY BONUS DATA FOR PRODUCTION MANAGEMENT POSITIONS

Position	Number Reported		Percentage Paid Bonus		Average Bonus Paid	
	1978	1981	1978	1981	1978	1981
Vice President-Production	119	168	61%	59.5%	4,093	3,843
Plant Manager	106	200	56%	52.0%	2,056	2,096
Plant Superintendent	109	168	50%	52.4%	1,142	1,659
Night Superintendent	42	73	40%	13.9%	916	486
Assistant Superintendent	22	38	23%	18.4%	338	188
General Foreman	52	115	52%	54.9%	1,210	1,315
Composing Room Foreman	109	153	28%	40.5%	317	592
Letterpress Foreman	33	46	33%	36.9%	769	503
Offset Press Foreman	200	274	28%	36.1%	364	508
Bindery Foreman	198	240	30%	37.1%	341	539
Assistant Bindery Foreman	47	52	11%	23.1%	60	246
Offset Plate Foreman	65	55	28%	25.4%	348	400
Stripping Foreman	109	154	34%	46.7%	364	613
Production Manager	69	106	38%	45.3%	1,107	967
Assis. Production Manager	31	53	35%	32.1%	661	434
Production Operator	80	96	15%	29.2%	143	376
Service Manager	105	94	23%	30.8%	399	295
Estimator	221	212	31%	28.3%	476	607
Assistant Estimator	52	57	15%	29.8%	111	291
Purchasing Agent	74	110	20%	29.1%	267	688
Art Director	56	81	25%	32.1%	185	354
Scheduler	65	102	25%	28.4%	382	315
Industrial Engineer	19	30	32%	26.7%	599	507
Shipping Clerk	114	143	17%	23.1%	165	206
Traffic Manager	48	60	25%	28.3%	295	392
Quality Control*	-	67	-	32.8%	-	757

*Data not reported for 1978.

TABLE 5: SUMMARY OF PEOPLE REPORTING DIRECTLY AND UNDER VARIOUS POSITION RESPONSIBILITIES

Position	Number Reported		Direct Supervisor		Under Position	
	1978	1981	1978	1981	1978	1981
Vice President-Production	116	160	6.1%	8.1%	85.9%	87.1%
Plant Manager	128	194	8.5	9.6	70.4	66.9
Plant Superintendent	107	164	9.0	8.3	59.0	57.7
Night Superintendent	53	73	9.0	8.2	33.2	38.5
Assistant Superintendent	22	38	5.0	7.2	58.0	43.5
General Foreman	71	115	8.0	9.0	13.9	17.8
Composing Room Foreman	109	153	7.2	6.8	12.8	11.5
Letterpress Foreman	33	46	7.0	10.0	13.9	22.1
Offset Press Foreman	200	274	14.1	10.4	22.6	14.4
Bindery Foreman	198	240	13.9	20.9	21.9	21.9
Assistant Bindery Foreman	47	52	16.5	11.3	28.2	22.8
Offset Plate Foreman	65	55	7.8	7.7	10.4	9.2
Stripping Foreman	109	154	6.9	6.6	10.4	7.7
Production Manager	69	106	5.7	7.0	11.3	10.3
Assist. Production Manager	31	53	4.9	3.9	14.0	6.2
Production Operator	80	96	1.6	1.3	2.0	1.7
Service Manager	105	94	2.8	3.1	3.5	4.7
Estimator	221	212	1.9	2.2	6.1	2.2
Assistant Estimator	52	57	-	2.4	1.2	1.8
Purchasing Agent	74	110	2.3	2.4	11.1	3.1
Art Director	54	81	6.0	3.2	9.7	3.4
Scheduler	65	102	2.5	2.8	3.9	4.1
Industrial Engineer	19	30	1.2	3.1	3.0	3.3
Shipping Clerk	114	143	4.7	3.6	4.3	3.9
Traffic Manager	48	60	6.0	5.0	11.8	19.9
Quality Control	43	67	4.3	4.0	6.0	6.0

TABLE 6: SUMMARY OF AVERAGE AGE AND LENGTH OF TIME IN PRODUCTION MANAGEMENT POSITION

Position	Average Age		Time In Present Position	
	1978	1981	1978	1981
Vice President-Production	44	43	7.7	6.1
Plant Manager	43	41	6.5	6.1
Plant Superintendent	44	43	6.5	5.4
Night Superintendent	41	43	4.1	4.9
Assistant Superintendent	39	41	2.3	3.4
General Foreman	40	42	6.1	7.1
Composing Room Foreman	45	42	8.3	7.2
Letterpress Foreman	52	53	10.9	10.8
Offset Press Foreman	43	43	7.0	6.4
Bindery Foreman	45	43	7.4	7.1
Assistant Bindery Foreman	43	40	6.2	6.6
Offset Plate Foreman	45	44	6.8	6.7
Stripping Foreman	40	40	6.0	5.6
Production Manager	39	39	5.3	5.1
Assis. Production Manager	37	33	3.7	2.9
Production Operator	41	35	4.1	4.5
Service Manager	38	38	5.6	4.3
Estimator	40	39	5.5	5.2
Assistant Estimator	34	33	3.5	3.1
Purchasing Agent	44	42	6.4	6.2
Art Director	47	40	8.6	6.0
Scheduler	37	38	4.0	4.9
Industrial Engineer	39	38	2.8	4.4
Shipping Clerk	40	38	6.2	6.2
Traffic Manager	42	43	6.0	7.5
Quality Control	45	44	5.1	4.5

Summary of General Salary Information and Fringe Data

GENERAL SALARY INFORMATION AND FRINGE DATA

Frequency of Salary Review

The frequency of Salary Review is a significant question and it points out the increase of review which generally is synonomous with raises. It is important to note that the review period decreased from the 1978 survey in the "Annual" review (with the exception of the over $10,000,000 category) but increased in all categories in the "Every Six Months" category. The trend continues that was noted in the 1978 report of reducing the period of salary review.

Table 7 presents a total breakdown of geographic area, industrial relations and sales volume. The two largest increases or changes were in the under $500,000 sales category which showed an increase of 29% from "Annual" review to "Every Six Months" and the $5,000,001 to $10,000,000 which showed an increase in the same categories which showed 144% increase or shift even though the participation went up only 40%.

*Refer to Table 7.

Average Number of Raises

The next question asked was how frequently the participating companies increased salaries over the past five years. Forty-four percent gave more than five raises in the past five years which seems to correlate with the frequency of salary review - in total 87% gave better than four raises in the past five years. While the figure for once-twice went up from three to fourteen; this may merely be because of the increase in participation. In addition, 12 of the 14 were in the Sales category of $500,000 per year to $1,500,000 per year.

*Refer to Table 8.

TABLE 7: PROFILE BY FREQUENCY OF PRODUCTION MANAGEMENT SALARY REVIEW

	Number Of Respondents	Annually		Every Six Months		No Regular Period		Unanswered	
	No.	No	Pct	No	Pct	No	Pct	No	Pct
Total, All Respondents	486	282	58	150	31	49	10	5	1
Form of Business									
Commercial Printing	257	128	50	94	37	30	12	5	2
Magazine & Periodicals	33	26	79	6	18	1	3	0	0
Advertising Materials	51	28	55	14	27	9	18	0	0
Catalogs & Directories	11	8	73	2	18	1	9	0	0
Labels & Wrappers	13	6	46	6	46	1	8	0	0
Fianancial & Legal	10	8	80	1	10	1	10	0	0
Newspapers	5	3	60	2	40	0	0	0	0
Business Forms	33	24	73	7	21	2	6	0	0
Book Printing	17	14	82	2	12	1	6	0	0
Greeting Cards	3	3	100	0	0	0	0	0	0
Blank Books, Looseleaf	1	1	100	0	0	0	0	0	0
Other	41	29	71	10	24	2	5	0	0
Unanswered	11	4	36	6	55	1	9	0	0
Geographic Region									
Northeast	82	51	62	22	27	8	10	1	1
Mid West	133	83	62	41	31	8	6	1	1
Far West	96	49	51	31	32	15	16	1	1
Southeast	147	79	54	49	33	18	12	1	1
Canadian Provinces	28	20	71	7	25	0	0	1	4
Industrial Relations									
Open Shop	364	182	50	136	37	42	12	4	1
Union Shop	85	67	79	12	14	5	6	1	1
Combination Shop	33	31	94	2	6	0	0	0	0
Unanswered	4	2	50	0	0	2	50	0	0
Sales Volume									
Under $500,000	102	35	34	41	40	25	25	1	1
500,001-1,500,000	134	64	48	49	37	18	13	3	2
1,500,001-5,000,000	146	98	67	43	29	4	3	1	1
5,000,001-10,000,000	49	37	76	11	22	1	2	0	0
Over 10,000,000	53	47	89	6	11	0	0	0	0
Unanswered	2	1	50	0	0	1	50	0	0

TABLE 8: PROFILE BY FREQUENCY OF PRODUCTION MANAGEMENT SALARY RAISES

	Number of Respondents	More Than Five Times		4-5 Times		3-4 Times		2-3 Times		1-2 Times		Less Often		Unanswered	
	No.	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct
Total, All Respondents	486	215	44	209	43	24	5	14	3	14	3	2	0	8	2
Form of Business															
Commercial Printing	257	124	48	99	39	15	6	10	4	5	2	0	0	4	2
Magazine & Periodicals	33	12	36	18	55	0	0	0	0	2	6	0	0	1	3
Advertising Materials	51	19	37	23	45	3	6	1	2	5	10	0	0	0	0
Catalogs & Directories	11	4	36	6	55	0	0	0	0	0	0	0	0	1	9
Labels & Wrappers	13	8	62	2	15	2	15	1	8	0	0	0	0	0	0
Financial & Legal	10	4	40	6	60	0	0	0	0	0	0	0	0	0	0
Newspapers	5	3	60	1	20	1	20	0	0	0	0	0	0	0	0
Business Forms	33	14	42	16	48	0	0	1	3	1	3	1	3	0	0
Book Printing	17	5	29	12	71	0	0	0	0	0	0	0	0	0	0
Greeting Cards	3	1	33	2	67	0	0	0	0	0	0	0	0	0	0
Blank Books, Looseleaf	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
Other	41	17	41	18	44	3	7	1	2	1	2	0	0	1	2
Unanswered	11	4	36	5	45	0	0	0	0	0	0	1	9	1	9
Geographic Region															
Northeast	82	33	40	43	52	3	4	2	2	1	1	0	0	0	0
Midwest	133	57	43	59	44	5	4	3	2	6	5	1	1	2	2
Far West	96	41	43	40	42	7	7	2	2	6	6	0	0	0	0
Southeast	147	69	47	56	38	9	6	7	5	1	1	1	1	4	3
Canadian Provinces	28	15	54	11	39	0	0	0	0	0	0	0	0	2	7
Industrial Relations															
Open Shop	364	178	49	131	36	20	5	13	4	14	4	2	1	6	2
Union Shop	85	30	35	49	58	4	5	0	0	0	0	0	0	2	2
Combination Shop	33	6	18	26	79	0	0	1	3	0	0	0	0	0	0
Unanswered	4	1	25	3	75	0	0	0	0	0	0	0	0	0	0
Sales Volume															
Under $500,000	102	49	48	33	32	9	9	3	3	6	6	2	2	0	0
500,001-1,500,000	134	58	43	54	40	10	7	2	1	6	4	0	0	4	3
1,500,001-5,000,000	146	72	49	62	42	4	3	6	4	1	1	0	0	1	1
5,000,001-10,000,000	49	25	51	20	41	1	2	1	2	1	2	0	0	1	2
Over 10,000,000	53	10	19	40	75	0	0	1	2	0	0	0	0	2	4
Unanswered	2	1	50	0	0	0	0	1	50	0	0	0	0	0	0

Basis For Pay Increase

The pattern of pay increases remains relatively constant. A slight shift was noted in that the percent of Merit Pay Increases dropped slightly from 1978 (21%) to 1981 (20%) - the percent of Pay Increases based on "Cost of Living" rose from 1978 (7%) to 1981 (9%). The figure of 68% for Combination reasons in 1981, however, compares to 1978 (72%).

*Refer to Table 9.

Average Pay Differential

In 1978, the first three categories:

Category	% 1978	% 1981
More than 40%	5	8
30% to 40%	10	12
20% to 30%	20	22

all showed an increase - conversely, the last two categories:

Category	% 1978	% 1981
10% to 20%	43	39
Under 10%	17	12

Both of these showed a decline. Perhaps we are recognizing the importance of a line supervisor and his effect on the operation.

*Refer to Table 10.

Maximum Vacation Benefit

In 1978, 92% reported that the maximum vacation was three weeks or above. In 1981, only 82% reported that the maximum vacation was three weeks or above. It may show a trend to a reduction of this fringe benefit overall; however, 82% is still a significant figure.

*Refer to Table 11.

TABLE 9: PROFILE BY BASIS FOR PAY INCREASES

	Number of Respondents	Merit		Length Of Service		Cost Of Living		Combination		Unanswered	
	No.	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct
Total, All Respondents	486	97	20	6	1	44	9	329	68	10	2
Form of Business											
Commercial Printing	257	42	16	4	2	21	8	184	72	6	2
Magazine & Periodicals	33	6	18	0	0	4	12	22	67	1	3
Advertising Materials	51	14	27	1	2	3	6	33	65	0	0
Catalogs & Directories	11	3	27	0	0	3	27	5	45	0	0
Labels & Wrappers	13	1	8	0	0	2	15	10	77	0	0
Financial and Legal	10	2	20	0	0	0	0	8	80	0	0
Newspapers	5	2	40	0	0	2	40	1	20	0	0
Business Forms	33	9	27	0	0	2	6	21	64	1	3
Book Printing	17	6	35	0	0	2	12	9	53	0	0
Greeting Cards	3	1	33	0	0	0	0	2	67	0	0
Blank Books, Looseleaf	1	0	0	0	0	0	0	1	100	0	0
Other	41	8	20	1	2	4	10	28	68	0	0
Unanswered	11	3	27	0	0	1	9	5	45	2	18
Geographic Region											
Northeast	82	21	26	0	0	7	9	53	65	1	1
Midwest	133	29	22	0	0	10	8	90	68	4	3
Far West	96	16	17	3	3	13	14	64	67	0	0
Southeast	147	27	18	3	2	7	5	106	72	4	3
Canadian Provinces	28	4	14	0	0	7	25	16	57	1	4
Industrial Relations											
Open Shop	364	73	20	5	1	26	7	253	70	7	2
Union Shop	85	13	15	1	1	15	18	53	62	3	4
Combination Shop	33	9	27	0	0	3	9	21	64	0	0
Unanswered	4	2	50	0	0	0	0	2	50	0	0
Sales Volume											
Under $500,000	102	23	23	0	0	6	6	70	69	3	3
500,001-1,500,000	134	26	19	3	2	15	11	86	64	4	3
1,500,001-5,000,000	146	20	14	3	2	14	10	107	73	2	1
5,000,001-10,000,000	49	13	27	0	0	6	12	30	61	0	0
Over 10,000,000	53	15	28	0	0	3	6	34	64	1	2
Unanswered	2	0	0	0	0	0	0	2	100	0	0

TABLE 10: PROFILE BY PAY DIFFERENTIAL OF SHOP FOREMAN OVER TOP CRAFTSMAN

	Number of Respondents	More Than 40 Percent		30%-40%		20%-30%		10%-20%		Under 10%		Unanswered	
	No.	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct
Total, All Respondents	486	40	8	56	12	107	22	191	39	58	12	34	7
Form of Business													
Commercial Printing	257	18	7	27	11	59	23	108	42	22	9	23	9
Magazine & Periodicals	33	2	6	5	15	7	21	15	45	3	9	1	3
Advertising Materials	51	8	16	3	6	6	12	21	41	10	20	3	6
Catalogs & Directories	11	1	9	0	0	5	45	4	36	1	9	0	0
Labels & Wrappers	13	0	0	1	8	4	31	6	46	2	15	0	0
Financial & Legal	10	2	20	4	40	0	0	1	10	1	10	2	20
Newspapers	5	1	20	0	0	1	20	1	20	2	40	0	0
Business Forms	33	3	9	8	24	8	24	10	30	3	9	1	3
Book Printing	17	2	12	1	6	5	29	5	29	4	24	0	0
Greeting Cards	3	0	0	1	33	1	33	0	0	1	33	0	0
Blank Books, Looseleaf	1	0	0	1	100	0	0	0	0	0	0	0	0
Other	41	1	2	3	7	11	27	15	37	8	20	3	7
Unanswered	11	2	18	2	18	0	0	5	45	1	9	1	9
Geographic Region													
Northeast	82	9	11	10	12	27	33	22	27	9	11	5	6
Midwest	133	11	8	15	11	20	15	57	43	19	14	11	8
Far West	96	6	6	13	14	21	22	36	38	14	15	6	6
Southeast	147	12	8	18	12	36	24	62	42	10	7	9	6
Canadian Provinces	28	2	7	0	0	3	11	14	50	6	21	3	11
Industrial Relations													
Open Shop	364	33	9	44	12	85	23	138	38	35	10	29	8
Union Shop	85	7	8	8	9	16	19	34	40	17	20	3	4
Combination Shop	33	0	0	4	12	5	15	18	55	5	15	1	3
Unanswered	4	0	0	0	0	1	25	1	25	1	25	1	25
Sales Volume													
Under $500,000	102	9	9	13	13	26	25	29	28	9	9	16	16
500,001-1,500,000	134	15	11	17	13	29	22	51	38	14	10	8	6
1,500,001-5,000,000	146	8	5	11	8	30	21	69	47	23	16	5	3
5,000,001-10,000,000	49	3	6	10	20	9	18	18	37	7	14	2	4
Over 10,000,000	53	4	8	5	9	13	25	24	45	5	9	2	4
Unanswered	2	1	50	0	0	0	0	0	0	0	0	1	50

TABLE 11: PROFILE BY MAXIMUM VACATION BENEFIT FOR PRODUCTION MANAGEMENT

	Number Of Respondents	One Week		Two Weeks		Three Weeks		Four Weeks		More Than Four Weeks		Unanswered	
	No.	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct
Total, All Respondents	486	4	1	78	16	170	35	184	38	44	9	6	1
Form of Business													
Commercial Printing	257	1	0	49	19	104	40	81	32	18	7	4	2
Magazine & Periodicals	33	0	0	2	6	11	33	16	48	4	12	0	0
Advertising Materials	51	0	0	11	22	12	24	24	47	4	8	0	0
Catalogs & Directories	11	1	9	2	18	2	18	3	27	3	27	0	0
Labels & Wrappers	13	0	0	0	0	5	38	8	62	0	0	0	0
Fianancial & Legal	10	0	0	0	0	4	40	4	40	2	20	0	0
Newspapers	5	0	0	2	40	0	0	2	40	1	20	0	0
Business Forms	33	1	3	1	3	13	39	14	42	3	9	1	3
Book Printing	17	0	0	1	6	5	29	9	53	2	12	0	0
Greeting Cards	3	0	0	1	33	0	0	1	33	1	33	0	0
Blank Books, Looseleaf	1	0	0	0	0	0	0	1	100	0	0	0	0
Other	41	1	2	8	20	10	24	18	44	4	10	0	0
Unanswered	11	0	0	1	9	4	36	3	27	2	18	1	9
Geographic Region													
Northeast	82	0	0	14	17	27	33	33	40	8	10	0	0
Midwest	133	1	1	8	6	42	32	68	51	13	10	1	1
Far West	96	0	0	14	15	42	44	36	38	3	3	1	1
Southeast	147	3	2	40	27	55	37	38	26	8	5	3	2
Canadian Provinces	28	0	0	2	7	4	14	9	32	12	43	1	4
Industrial Relations													
Open Shop	364	4	1	71	20	144	40	121	33	18	5	6	2
Union Shop	85	0	0	6	7	19	22	43	51	17	20	0	0
Combination Shop	33	0	0	1	3	6	18	18	55	8	24	0	0
Unanswered	4	0	0	0	0	1	25	2	50	1	25	0	0
Sales Volume													
Under $500,000	102	4	4	41	40	40	39	14	14	0	0	3	3
500,001-1,500,000	134	0	0	27	20	52	39	47	35	5	4	3	2
1,500,001-5,000,000	146	0	0	8	5	59	40	65	45	14	10	0	0
5,000,001-10,000,000	49	0	0	1	2	11	22	26	53	11	22	0	0
Over 10,000,000	53	0	0	0	0	8	15	32	60	13	25	0	0
Unanswered	2	0	0	1	50	0	0	0	0	1	50	0	0

Minimum Service/Maximum Vacation

For six years running, we have maintained exactly the same percent of "After Five Years" of 34% in three different Production Management surveys. The percent of "Ten Years or Less" went from 48% in 1978 to 56% in 1981. All other categories dropped in percent.

By Geographic Region, the Canadian Provinces led with 75% reporting four weeks or better as compared to 62% in 1978 - the Canadian Provinces, however, showed the highest figure (longest service) required for the maximum vacation. Twenty-nine percent reported more than 20 years required.

*Refer to Table 12.

Group Hospitalization

In 1981, 97% of the reporting companies pay for the exmpioyee or the employee and family. The percent of companies who pay for employee and family rose from 65% in 1978 to 69% in 1981. Three areas (geographic) were practically even in percent who pay for the employee and family.

Area	% Paid (employee & family)
Northeast	90
Mid-West	87
Canadian Provinces	86

The Far West is the highest percent who pay for employee only (49%). The Far West obviously is the lowest who pay for employee and family (47%).

*Refer to Table 13.

Major Medical Insurance

The trend continues upward; 68% paid Major Medical Insurance for both the employee and family. In 1975, 58% reported paying and 64% in 1978 pay for employee and family.

In open shops, the 95% pay for either the employee or employee and family. In union shops, 97% pay for employee or employee and family.

TABLE 12: PROFILE BY MINIMUM SERVICE REQUIRED FOR MAX VACATION BENEFIT

	Number Of Respondents	After Five Years		6-10 Years		11-15 Years		16-20 Years		More Than 20 Years		Unanswered	
	No.	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct	No	Pct
Total, All Respondents	486	166	34	109	22	82	17	33	7	44	9	52	11
Form of Business													
Commercial Printing	257	100	39	60	23	44	17	13	5	14	5	26	10
Magazine & Periodicals	33	8	24	10	30	9	27	1	3	4	12	1	3
Advertising Materials	51	15	29	10	20	7	14	4	8	6	12	9	18
Catalogs & Directories	11	4	36	0	0	2	18	1	9	2	18	2	18
Labels & Wrappers	13	3	23	2	15	5	38	1	8	2	15	0	0
Financial & Legal	10	4	40	2	20	1	10	1	10	2	20	0	0
Newspapers	5	1	20	1	20	1	20	0	0	0	0	2	40
Business Forms	33	10	30	12	36	3	9	4	12	3	9	1	3
Book Printing	17	7	41	3	18	4	24	0	0	2	12	1	6
Greeting Cards	3	0	0	1	33	0	0	0	0	1	33	1	33
Blank Books, Looseleaf	1	0	0	0	0	0	0	1	100	0	0	0	0
Other	41	10	24	7	17	5	12	7	17	6	15	6	15
Unanswered	11	4	36	1	9	1	9	0	0	2	18	3	27
Geographic Region													
Northeast	82	26	32	17	21	12	15	6	7	12	15	9	11
Midwest	133	40	30	40	30	24	18	11	8	10	8	8	6
Far West	96	45	47	16	17	13	14	7	7	4	4	11	11
Southeast	147	50	34	30	20	30	20	6	4	10	7	21	14
Canadian Provinces	28	5	18	6	21	3	11	3	11	8	29	3	11
Industrial Relations													
Open Shop	364	134	37	78	21	67	18	17	5	23	6	45	12
Union Shop	85	26	31	19	22	11	13	9	11	14	16	6	7
Combination Shop	33	6	18	11	33	4	12	5	15	6	18	1	3
Unanswered	4	0	0	1	25	0	0	2	50	1	25	0	0
Sales Volume													
Under $500,000	102	49	48	16	16	9	9	2	2	0	0	26	25
500,001-1,500,000	134	53	40	30	22	22	16	6	4	6	4	17	13
1,500,001-5,000,000	146	46	32	39	27	27	18	14	10	13	9	7	5
5,000,001-10,000,000	49	9	18	11	22	11	22	5	10	11	22	2	4
Over 10,000,000	53	8	15	13	25	13	25	6	11	13	25	0	0
Unanswered	2	1	50	0	0	0	0	0	0	1	50	0	0

TABLE 13: PROFILE BY GROUP HOSPITALIZATION COVERAGE

	Number Of Respondents	Pay For Employee		Pay For Emp & Family		Do No Pay Emp/Family		Unanswered	
	No.	No	Pct	No	Pct	No	Pct	No	Pct
Total, All Respondents	486	134	28	334	69	14	3	4	1
Form of Business									
Commercial Printing	257	75	29	169	66	11	4	2	1
Magazine & Periodicals	33	5	15	28	85	0	0	0	0
Advertising Materials	51	17	33	34	67	0	0	0	0
Catalogs & Directories	11	4	36	7	64	0	0	0	0
Labels & Wrappers	13	2	15	11	85	0	0	0	0
Financial & Legal	10	3	30	7	70	0	0	0	0
Newspapers	5	1	20	4	80	0	0	0	0
Business Forms	33	8	24	23	70	1	3	1	3
Book Printing	17	3	18	14	82	0	0	0	0
Greeting Cards	3	0	0	2	67	1	33	0	0
Blank Books, Looseleaf	1	0	0	1	100	0	0	0	0
Other	41	13	32	27	66	1	2	0	0
Unanswered	11	3	27	7	64	0	0	1	9
Geographic Region									
Northeast	82	8	10	74	90	0	0	0	0
Midwest	133	14	11	116	87	1	1	2	2
Far West	96	47	49	45	47	3	3	1	1
Southeast	147	65	44	75	51	7	5	0	0
Canadian Provinces	28	0	0	24	86	3	11	1	4
Industrial Relations									
Open Shop	364	112	31	237	65	14	4	1	0
Union Shop	85	10	12	72	85	0	0	3	4
Combination Shop	33	10	30	23	70	0	0	0	0
Unanswered	4	2	50	2	50	0	0	0	0
Sales Volume									
Under $500,000	102	43	42	50	49	9	9	0	0
500,001-1,500,000	134	37	28	93	69	3	2	1	1
1,500,001-5,000,000	146	37	25	106	73	2	1	1	1
5,000,001-10,000,000	49	10	20	38	78	0	0	1	2
Over 10,000,000	53	7	13	45	85	0	0	1	2
Unanswered	2	0	0	2	100	0	0	0	0

Again, by geogrpahic region, those areas that pay for employee and family are relatively close:

Area	% Paid (employee & family)
Canadian Provinces	89
Mid West	86
Northeast	85

If we break out, by geographic region, the areas that pay either for employee or employee and family, only one area drops below 90%, the Canadian Provinces, which pay 89%.

*Refer to Table 14.

Life Insurance

While the percent of employees only who are covered by life insurance dropped from 79% in 1978, to 73% in 1981, the correllary is that 12% pay for employee and family in 1978 but 15% paid for employee and family in 1981. By geographic region, all areas were 90% or above in paying for employee only or employee and family with the exception of the far west, which was 75%. The Canadian Provinces went up significantly, the percent paying for employee and family went up from 13% in 1978 to 32% in 1981, an increase of over 146%.

*Refer to Table 15.

Retirement

Again, the figures show a further drop in retirement programs. The figure for 1978 of "Company Pays Cost" was 51%; in 1981, it dropped to 41%.

In addition, 65% of both "Company Pays Cost" and "Company Shares Cost" was reported in 1978; in 1981, for both of these categories, 53% reported that they paid or shared the cost of retirement programs.

The most significant drop was the mid west which reported, in 1978, that 75% of the companies paid all costs; in 1981, it was 48%. All geographic areas dropped, however, with the exception of the Canadian Provinces;

TABLE 14: PROFILE BY MAJOR MEDICAL INSURANCE

	Number Of Respondents	Pay For Employee		Pay For Emp & Family		Do Not Pay Emp/Family		Unanswered	
	No.	No	Pct	No	Pct	No	Pct	No	Pct
Total, All Respondents	486	132	27	329	68	21	4	4	1
Form of Business									
Commercial Printing	257	72	28	170	66	12	5	3	1
Magazine & Periodicals	33	6	18	27	82	0	0	0	0
Advertising Materials	51	17	33	33	65	1	2	0	0
Catalogs & Directories	11	4	36	7	64	0	0	0	0
Labels & Wrappers	13	2	15	11	85	0	0	0	0
Financial & Legal	10	3	30	6	60	1	10	0	0
Newspapers	5	1	20	4	80	0	0	0	0
Business Forms	33	8	24	22	67	2	6	1	3
Book Printing	17	3	18	14	82	0	0	0	0
Greeting Cards	3	0	0	2	67	1	33	0	0
Blank Books, Looseleaf	1	0	0	1	100	0	0	0	0
Other	41	13	32	24	59	4	10	0	0
Unanswered	11	3	27	8	73	0	0	0	0
Geographic Region									
Northeast	82	8	10	70	85	4	5	0	0
Midwest	133	14	11	114	86	3	2	2	2
Far West	96	46	48	46	48	3	3	1	1
Southeast	147	64	44	74	50	9	6	0	0
Canadian Provinces	28	0	0	25	89	2	7	1	4
Unan									
Industrial Relations									
Open Shop	364	112	31	232	64	18	5	2	1
Union Shop	85	9	11	73	86	2	2	1	1
Combination Shop	33	9	27	22	67	1	3	1	3
Unanswered	4	2	50	2	50	0	0	0	0
Sales Volume									
Under $500,000	102	43	42	47	46	11	11	1	1
500,001-1,500,000	134	35	26	90	67	7	5	2	1
1,500,001-5,000,000	146	37	25	106	73	2	1	1	1
5,000,001-10,000,000	49	10	20	39	80	0	0	0	0
Over 10,000,000	53	7	13	45	85	1	2	0	0
Unanswered	2	0	0	2	100	0	0	0	0

TABLE 15: PROFILE BY LIFE INSURANCE

	Number Of Respondents	Pay For Employee		Pay For Emp & Family		Do Not Pay Emp/Family		Unanswered	
	No.	No	Pct	No	Pct	No	Pct	No	Pct
Total, All Respondents	486	357	73	72	15	54	11	3	1
Form of Business									
Commercial Printing	257	185	72	35	14	35	14	2	1
Magazine & Periodicals	33	26	79	6	18	1	3	0	0
Advertising Materials	51	38	75	7	14	6	12	0	0
Catalogs & Directories	11	5	45	4	36	2	18	0	0
Labels & Wrappers	13	10	77	2	15	1	8	0	0
Financial & Legal	10	7	70	2	20	1	10	0	0
Newspapers	5	4	80	1	20	0	0	0	0
Business Forms	33	23	70	6	18	3	9	1	3
Book Printing	17	16	94	0	0	1	6	0	0
Greeting Cards	3	2	67	0	0	1	33	0	0
Blank Books, Looseleaf	1	1	100	0	0	0	0	0	0
Other	41	31	76	8	20	2	5	0	0
Unanswered	11	9	82	1	9	1	9	0	0
Geographic Region									
Northeast	82	61	74	13	16	8	10	0	0
Midwest	133	102	77	17	13	12	9	2	2
Far West	96	65	68	7	7	23	24	1	1
Southeast	147	111	76	26	18	10	7	0	0
Canadian Provinces	28	18	64	9	32	1	4	0	0
Industrial Relations									
Open Shop	364	262	72	58	16	42	12	2	1
Union Shop	85	63	74	12	14	9	11	1	1
Combination Shop	33	29	88	2	6	2	6	0	0
Unanswered	4	3	75	0	0	1	25	0	0
Sales Volume									
Under $500,000	102	63	62	12	12	27	26	0	0
500,001-1,500,000	134	89	66	23	17	19	14	3	2
1,500,001-5,000,000	146	114	78	24	16	8	5	0	0
5,000,001-10,000,000	49	42	86	7	14	0	0	0	0
Over 10,000,000	53	48	91	5	9	0	0	0	0
Unanswered	2	1	50	1	50	0	0	0	0

Geographic Area	Company Pays Cost 1978	Company Pays Cost 1981
Northeast	60%	51%
Mid West	75%	48%
Far West	39%	36%
Southeast	57%	39%
Canadian Provinces	5%	7%

*Refer to Table 16.

Dental Insurance

Dental Insurance continues its rise, with an overall increase for the third successive report:

Geographic Area	% in 1975	% in 1978	% in 1981
Northeast	3	14	26
Mid West	13	23	40
Far West	28	30	43
Southeast	3	10	27
Canadian Provinces	26	23	74

Canada was the only area that dropped in 1978 - in 1981, they posted a remarkable growth pattern of over 200%.

*Refer to Table 17.

TABLE 16: PROFILE BY RETIREMENT PROGRAM

	Number Of Respondents	Company Pays Cost		Company Shares Cost		No Program Of Emp Pay		Unanswered	
	No.	No	Pct	No	Pct	No	Pct	No	Pct
Total, All Respondents	486	201	41	57	12	221	45	7	1
Form of Business									
Commercial Printing	257	92	36	26	10	138	54	1	0
Magazine & Periodicals	33	15	45	7	21	9	27	2	6
Advertising Materials	51	25	49	4	8	20	39	2	4
Catalogs & Directories	11	5	45	3	27	3	27	0	0
Labels & Wrappers	13	9	69	1	8	2	15	1	8
Financial & Legal	10	5	50	0	0	5	50	0	0
Newspapers	5	3	60	0	0	2	40	0	0
Business Forms	33	17	52	6	18	9	27	1	3
Book Printing	17	10	59	1	6	6	35	0	0
Greeting Cards	3	1	33	0	0	2	67	0	0
Blank Books, Looseleaf	1	1	100	0	0	0	0	0	0
Other	41	15	37	8	20	18	44	0	0
Unanswered	11	3	27	1	9	7	64	0	0
Geographic Region									
Northeast	82	42	51	7	9	31	38	2	2
Midwest	133	64	48	17	13	51	38	1	1
Far West	96	35	36	6	6	54	56	1	1
Southeast	147	58	39	15	10	71	48	3	2
Canadian Provinces	28	2	7	12	43	14	50	0	0
Industrial Relations									
Open Shop	364	123	34	31	9	203	56	7	2
Union Shop	85	57	67	16	19	12	14	0	0
Combination Shop	33	19	58	10	30	4	12	0	0
Unanswered	4	2	50	0	0	2	50	0	0
Sales Volume									
Under $500,000	102	16	16	5	5	79	77	2	2
500,001-1,500,000	134	36	27	9	7	88	66	1	1
1,500,001-5,000,000	146	80	55	20	14	42	29	4	3
5,000,001-10,000,000	49	31	63	12	24	6	12	0	0
Over 10,000,000	53	37	70	11	21	5	9	0	0
Unanswered	2	1	50	0	0	1	50	0	0

TABLE 17: PROFILE BY DENTAL INSURANCE

	Number Of Respondents No.	Pay For Employee No	Pay For Employee Pct	Pay For Emp & Family No	Pay For Emp & Family Pct	Do Not Pay Dental Ins. No	Do Not Pay Dental Ins. Pct	Unanswered No	Unanswered Pct
Total, All Respondents	486	44	9	128	26	310	64	4	1
Form of Business									
Commercial Printing	257	26	10	60	23	170	66	1	0
Magazine & Periodicals	33	3	9	9	27	21	64	0	0
Advertising Materials	51	2	4	9	18	39	76	1	2
Catalogs & Directories	11	0	0	5	45	6	55	0	0
Labels & Wrappers	13	2	15	6	46	5	38	0	0
Financial & Legal	10	1	10	5	50	4	40	0	0
Newspapers	5	0	0	3	60	2	40	0	0
Business Forms	33	4	12	13	39	16	48	0	0
Book Printing	17	1	6	6	35	10	59	0	0
Greeting Cards	3	0	0	0	0	3	100	0	0
Blank Books, Looseleaf	1	0	0	0	0	1	100	0	0
Other	41	3	7	7	17	30	73	1	2
Unanswered	11	2	18	5	45	3	27	1	9
Geographic Region									
Northeast	82	7	9	14	17	61	74	0	0
Midwest	133	4	3	49	37	78	59	2	2
Far West	96	15	16	26	27	55	57	0	0
Southeast	147	16	11	23	16	106	72	2	1
Canadian Provinces	28	2	7	16	57	10	36	0	0
Industrial Relations									
Open Shop	364	36	10	83	23	241	66	4	1
Union Shop	85	5	6	37	44	43	51	0	0
Combination Shop	33	3	9	8	24	22	67	0	0
Unanswered	4	0	0	0	0	4	100	0	0
Sales Volume									
Under $500,000	102	11	11	13	13	76	75	2	2
500,001-1,500,000	134	8	6	28	21	98	73	0	0
1,500,001-5,000,000	146	14	10	39	27	91	62	2	1
5,000,001-10,000,000	49	8	16	19	39	22	45	0	0
Over 10,000,000	53	3	6	28	53	22	42	0	0
Unanswered	2	0	0	1	50	1	50	0	0

Vice President of Production

PROFILE OF ANNUAL SALARY - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	0	0	0	0	1	1	0	0	2	1	3	2	3	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	73	0	0	0	0	0	0	0	0	2	3	3	4	2	3
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	23	0	0	0	0	0	0	0	0	0	0	0	0	1	4
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	8	0	0	0	0	1	13	0	0	0	0	0	0	0	0
GREETING CARDS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	0	0	0	0	0	0	0	0	0	0	1	4	0	0
MID-WEST	53	0	0	0	0	0	0	0	0	0	0	0	0	1	2
FAR-WEST	27	0	0	0	0	1	4	0	0	0	0	0	0	1	4
SOUTH-EAST	58	0	0	0	0	0	0	0	0	2	3	2	3	1	2
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	122	0	0	0	0	1	1	0	0	2	2	3	2	3	2
UNION SHOP	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	26	0	0	0	0	1	4	0	0	2	8	3	12	3	12
500,001 - 1,500,000	37	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	16	10	29	17	30	18	22	13	19	11	18	11	25	15
FORM OF BUSINESS															
COMMERCIAL PRINTING	73	12	16	14	19	13	18	9	12	6	8	6	8	6	8
MAGAZINE & PERIODICALS	15	1	7	0	0	4	27	2	13	0	0	3	20	5	33
ADVERTISING MATERIALS	23	0	0	6	26	3	13	5	22	4	17	0	0	4	17
CATALOGS & DIRECTORIES	4	0	0	1	25	0	0	0	0	0	0	1	25	2	50
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	2	100	0	0
FINANCIAL AND LEGAL	6	0	0	2	33	0	0	1	17	1	17	1	17	1	17
NEWSPAPERS	2	0	0	2	100	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	2	13	5	33	0	0	4	27	1	7	3	20
BOOK PRINTING	8	0	0	1	13	1	13	1	13	2	25	0	0	2	25
GREETING CARDS	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	2	14	1	7	3	21	2	14	2	14	4	29	0	0
UNANSWERED	4	0	0	0	0	1	25	2	50	0	0	0	0	1	25
GEOGRAPHIC REGION															
NORTH-EAST	24	2	8	2	8	7	29	4	17	1	4	2	8	5	21
MID-WEST	53	2	4	14	26	8	15	7	13	9	17	5	9	7	13
FAR-WEST	27	1	4	6	22	7	26	3	11	1	4	3	11	4	15
SOUTH-EAST	58	10	17	7	12	6	10	7	12	8	14	6	10	9	16
CANADIAN PROVINCES	6	1	17	0	0	2	33	1	17	0	0	2	33	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	122	14	11	23	19	22	18	17	14	16	13	10	8	11	9
UNION SHOP	33	2	6	3	9	7	21	4	12	3	9	8	24	6	18
COMBINATION SHOP	12	0	0	3	25	1	8	1	8	0	0	0	0	7	58
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
SALES VOLUME															
UNDER $500,000	26	6	23	7	27	2	8	1	4	1	4	0	0	0	0
500,001 - 1,500,000	37	8	22	13	35	6	16	5	14	4	11	0	0	1	3
1,500,001 - 5,000,000	48	2	4	6	13	16	33	11	23	4	8	7	15	2	4
5,000,001 - 10,000,000	23	0	0	1	4	5	22	3	13	6	26	2	9	6	26
OVER 10,000,000	34	0	0	2	6	1	3	2	6	4	12	9	26	16	47
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	68	40	10	6	10	6	3	2	7	4	8	5	10	6
FORM OF BUSINESS															
COMMERCIAL PRINTING	73	22	30	5	7	6	8	3	4	3	4	5	7	6	8
MAGAZINE & PERIODICALS	15	6	40	1	7	0	0	0	0	1	7	0	0	2	13
ADVERTISING MATERIALS	23	12	52	0	0	2	9	0	0	0	0	1	4	1	4
CATALOGS & DIRECTORIES	4	1	25	2	50	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	6	1	17	2	33	0	0	0	0	0	0	1	17	0	0
NEWSPAPERS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	6	40	0	0	1	7	0	0	1	7	1	7	0	0
BOOK PRINTING	8	5	63	0	0	0	0	0	0	0	0	0	0	1	13
GREETING CARDS	2	1	50	0	0	0	0	0	0	1	50	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	9	64	0	0	0	0	0	0	1	7	0	0	0	0
UNANSWERED	4	3	75	0	0	1	25	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	13	54	2	8	2	8	0	0	0	0	0	0	2	8
MID-WEST	53	23	43	2	4	2	4	1	2	3	6	4	8	1	2
FAR-WEST	27	11	41	3	11	2	7	0	0	0	0	0	0	3	11
SOUTH-EAST	58	20	34	2	3	4	7	2	3	4	7	4	7	4	7
CANADIAN PROVINCES	6	1	17	1	17	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	122	47	39	9	7	8	7	3	2	7	6	6	5	8	7
UNION SHOP	33	14	42	1	3	2	6	0	0	0	0	2	6	1	3
COMBINATION SHOP	12	6	50	0	0	0	0	0	0	0	0	0	0	1	8
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	26	11	42	5	19	3	12	1	4	2	8	1	4	0	0
500,001 - 1,500,000	37	14	38	3	8	4	11	1	3	3	8	1	3	5	14
1,500,001 - 5,000,000	48	16	33	2	4	3	6	0	0	1	2	3	6	2	4
5,000,001 - 10,000,000	23	12	52	0	0	0	0	1	4	0	0	2	9	0	0
OVER 10,000,000	34	15	44	0	0	0	0	0	0	1	3	1	3	3	9
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	16	10	7	4	11	7	18	11
FORM OF BUSINESS									
COMMERCIAL PRINTING	73	6	8	2	3	8	11	7	10
MAGAZINE & PERIODICALS	15	2	13	1	7	0	0	2	13
ADVERTISING MATERIALS	23	3	13	1	4	1	4	2	9
CATALOGS & DIRECTORIES	4	1	25	0	0	0	0	0	0
LABELS AND WRAPPERS	2	2	100	0	0	0	0	0	0
FINANCIAL AND LEGAL	6	0	0	1	17	1	17	0	0
NEWSPAPERS	2	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	1	7	2	13	0	0	3	20
BOOK PRINTING	8	0	0	0	0	1	13	1	13
GREETING CARDS	2	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	14	1	7	0	0	0	0	3	21
UNANSWERED	4	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	24	3	13	0	0	0	0	2	8
MID-WEST	53	5	9	1	2	4	8	7	13
FAR-WEST	27	1	4	2	7	2	7	3	11
SOUTH-EAST	58	6	10	3	5	4	7	5	9
CANADIAN PROVINCES	6	1	17	1	17	1	17	1	17
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	122	9	7	3	2	7	6	15	12
UNION SHOP	33	5	15	4	12	3	9	1	3
COMBINATION SHOP	12	2	17	0	0	1	8	2	17
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	26	1	4	0	0	1	4	1	4
500,001 - 1,500,000	37	2	5	1	3	1	3	2	5
1,500,001 - 5,000,000	48	8	17	3	6	7	15	3	6
5,000,001 - 10,000,000	23	2	9	0	0	1	4	5	22
OVER 10,000,000	34	3	9	3	9	1	3	7	21
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	0	0	0	0	1	1	0	0	2	1	3	2	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	73	0	0	0	0	0	0	0	0	2	3	3	4	1	1
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	8	0	0	0	0	1	13	0	0	0	0	0	0	0	0
GREETING CARDS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	0	0	0	0	0	0	0	0	0	0	1	4	0	0
MID-WEST	53	0	0	0	0	0	0	0	0	0	0	0	0	1	2
FAR-WEST	27	0	0	0	0	1	4	0	0	0	0	0	0	0	0
SOUTH-EAST	58	0	0	0	0	0	0	0	0	2	3	2	3	0	0
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	122	0	0	0	0	1	1	0	0	2	2	3	2	1	1
UNION SHOP	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	26	0	0	0	0	1	4	0	0	2	8	3	12	1	4
500,001 - 1,500,000	37	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	48	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	12	7	25	15	23	14	18	11	19	11	19	11	45	27
FORM OF BUSINESS															
COMMERCIAL PRINTING	73	9	12	10	14	11	15	8	11	8	11	7	10	14	19
MAGAZINE & PERIODICALS	15	1	7	0	0	2	13	2	13	1	7	2	13	7	47
ADVERTISING MATERIALS	23	0	0	5	22	3	13	4	17	3	13	4	17	4	17
CATALOGS & DIRECTORIES	4	0	0	1	25	0	0	0	0	0	0	0	0	3	75
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	2	100
FINANCIAL AND LEGAL	6	0	0	2	33	0	0	0	0	2	33	0	0	2	33
NEWSPAPERS	2	0	0	2	100	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	2	13	3	20	1	7	2	13	1	7	6	40
BOOK PRINTING	8	0	0	1	13	1	13	0	0	2	25	1	13	2	25
GREETING CARDS	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	1	7	2	14	2	14	1	7	1	7	4	29	3	21
UNANSWERED	4	0	0	0	0	1	25	2	50	0	0	0	0	1	25
GEOGRAPHIC REGION															
NORTH-EAST	24	2	8	1	4	4	17	5	21	1	4	3	13	7	29
MID-WEST	53	2	4	7	13	9	17	8	15	8	15	5	9	13	25
FAR-WEST	27	1	4	6	22	5	19	0	0	3	11	6	22	5	19
SOUTH-EAST	58	7	12	11	19	3	5	4	7	7	12	4	7	18	31
CANADIAN PROVINCES	6	0	0	0	0	2	33	1	17	0	0	1	17	2	33
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	122	11	9	22	18	16	13	11	9	15	12	16	13	24	20
UNION SHOP	33	1	3	1	3	6	18	6	18	4	12	2	6	13	39
COMBINATION SHOP	12	0	0	2	17	1	8	1	8	0	0	1	8	7	58
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
SALES VOLUME															
UNDER $500,000	26	6	23	9	35	2	8	0	0	1	4	0	0	1	4
500,001 - 1,500,000	37	6	16	12	32	7	19	2	5	5	14	3	8	2	5
1,500,001 - 5,000,000	48	0	0	3	6	12	25	11	23	5	16	8	17	9	19
5,000,001 - 10,000,000	23	0	0	0	0	2	9	3	13	4	17	5	22	9	39
OVER 10,000,000	34	0	0	1	3	0	0	2	6	4	12	3	9	24	71
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	160	0	0	12	7	78	49	40	25	13	8	8	5	2	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	70	0	0	6	9	34	49	16	23	5	7	4	6	2	3
MAGAZINE & PERIODICALS	15	0	0	1	7	8	53	3	20	1	7	0	0	0	0
ADVERTISING MATERIALS	21	0	0	2	10	10	48	5	24	1	5	2	10	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	1	33	1	33	0	0	1	33	0	0
LABELS AND WRAPPERS	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	6	0	0	0	0	4	67	1	17	1	17	0	0	0	0
NEWSPAPERS	2	0	0	1	50	0	0	0	0	0	0	1	50	0	0
BUSINESSS FORMS	15	0	0	0	0	9	60	4	27	2	13	0	0	0	0
BOOK PRINTING	8	0	0	0	0	2	25	6	75	0	0	0	0	0	0
GREETING CARDS	2	0	0	0	0	0	0	1	50	1	50	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	13	0	0	1	8	8	62	3	23	1	8	0	0	0	0
UNANSWERED	3	0	0	1	33	1	33	0	0	1	33	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	0	0	2	8	16	67	3	13	1	4	0	0	1	4
MID-WEST	53	0	0	4	8	19	36	12	23	6	11	3	6	1	2
FAR-WEST	27	0	0	1	4	15	56	7	26	2	7	1	4	0	0
SOUTH-EAST	58	0	0	3	5	26	45	17	29	3	5	4	7	0	0
CANADIAN PROVINCES	6	0	0	2	33	2	33	1	17	1	17	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	122	0	0	10	8	55	45	26	21	10	8	8	7	2	2
UNION SHOP	33	0	0	1	3	19	58	7	21	3	9	0	0	0	0
COMBINATION SHOP	12	0	0	1	8	4	33	6	50	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	26	0	0	2	8	13	50	5	19	2	8	0	0	0	0
500,001 - 1,500,000	37	0	0	3	8	16	43	2	5	6	16	7	19	2	5
1,500,001 - 5,000,000	48	0	0	5	10	24	50	10	21	2	4	0	0	0	0
5,000,001 - 10,000,000	23	0	0	2	9	12	52	7	30	1	4	0	0	0	0
OVER 10,000,000	34	0	0	0	0	13	38	16	47	2	6	1	3	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	160	2	1	0	0	5	3
FORM OF BUSINESS							
COMMERCIAL PRINTING	70	1	1	0	0	2	3
MAGAZINE & PERIODICALS	15	1	7	0	0	1	7
ADVERTISING MATERIALS	21	0	0	0	0	1	5
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	1	50
FINANCIAL AND LEGAL	6	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	0	0	0	0
BOOK PRINTING	8	0	0	0	0	0	0
GREETING CARDS	2	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	13	0	0	0	0	0	0
UNANSWERED	3	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	24	0	0	0	0	1	4
MID-WEST	53	1	2	1	2	6	11
FAR-WEST	27	1	4	0	0	0	0
SOUTH-EAST	58	0	0	3	5	2	3
CANADIAN PROVINCES	6	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	122	1	1	4	3	6	5
UNION SHOP	33	1	3	0	0	2	6
COMBINATION SHOP	12	0	0	0	0	1	8
UNANSWERED	1	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	26	0	0	0	0	4	15
500,001 - 1,500,000	37	0	0	0	0	1	3
1,500,001 - 5,000,000	48	2	4	3	6	2	4
5,000,001 - 10,000,000	23	0	0	0	0	1	4
OVER 10,000,000	34	0	0	1	3	1	3
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	0	0	13	8	13	8	19	11	25	15	34	20	19	11
FORM OF BUSINESS															
COMMERCIAL PRINTING	73	0	0	5	7	9	12	12	16	14	19	9	12	8	11
MAGAZINE & PERIODICALS	15	0	0	1	7	0	0	0	0	1	7	3	20	1	7
ADVERTISING MATERIALS	23	0	0	0	0	1	4	0	0	3	13	10	43	3	13
CATALOGS & DIRECTORIES	4	0	0	0	0	1	25	0	0	1	25	0	0	1	25
LABELS AND WRAPPERS	2	0	0	1	50	0	0	0	0	1	50	0	0	0	0
FINANCIAL AND LEGAL	6	0	0	2	33	0	0	2	33	0	0	1	17	1	17
NEWSPAPERS	2	0	0	0	0	0	0	0	0	2	100	0	0	0	0
BUSINESSS FORMS	15	0	0	0	0	0	0	1	7	1	7	6	40	2	13
BOOK PRINTING	8	0	0	1	13	0	0	1	13	0	0	2	25	1	13
GREETING CARDS	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	3	21	1	7	1	7	1	7	3	21	2	14
UNANSWERED	4	0	0	0	0	1	25	1	25	1	25	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	0	0	4	17	1	4	1	4	2	8	7	29	2	8
MID-WEST	53	0	0	3	6	3	6	4	8	8	15	11	21	6	11
FAR-WEST	27	0	0	4	15	3	11	7	26	5	19	4	15	3	11
SOUTH-EAST	58	0	0	2	3	5	9	6	10	8	14	12	21	6	10
CANADIAN PROVINCES	6	0	0	0	0	1	17	1	17	2	33	0	0	2	33
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	122	0	0	11	9	13	11	15	12	18	15	27	22	11	9
UNION SHOP	33	0	0	1	3	0	0	4	12	6	18	6	18	6	18
COMBINATION SHOP	12	0	0	1	8	0	0	0	0	1	8	1	8	2	17
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	26	0	0	3	12	9	35	8	31	0	0	0	0	1	4
500,001 - 1,500,000	37	0	0	5	14	3	8	10	27	15	41	2	5	0	0
1,500,001 - 5,000,000	48	0	0	3	6	1	2	1	2	10	21	25	52	4	8
5,000,001 - 10,000,000	23	0	0	1	4	0	0	0	0	0	0	7	30	10	43
OVER 10,000,000	34	0	0	1	3	0	0	0	0	0	0	0	0	4	12
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	14	8	6	4	11	7	14	8
FORM OF BUSINESS									
COMMERCIAL PRINTING	73	5	7	1	1	2	3	8	11
MAGAZINE & PERIODICALS	15	2	13	3	20	4	27	0	0
ADVERTISING MATERIALS	23	1	4	0	0	1	4	4	17
CATALOGS & DIRECTORIES	4	0	0	0	0	1	25	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	6	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	3	20	1	7	1	7	0	0
BOOK PRINTING	8	1	13	1	13	1	13	0	0
GREETING CARDS	2	0	0	0	0	1	50	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	14	2	14	0	0	0	0	1	7
UNANSWERED	4	0	0	0	0	0	0	1	25
GEOGRAPHIC REGION									
NORTH-EAST	24	2	8	0	0	2	8	3	13
MID-WEST	53	4	8	2	4	5	9	7	13
FAR-WEST	27	1	4	0	0	0	0	0	0
SOUTH-EAST	58	7	12	4	7	4	7	4	7
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	122	10	8	3	2	3	2	11	9
UNION SHOP	33	1	3	3	9	4	12	2	6
COMBINATION SHOP	12	3	25	0	0	3	25	1	8
UNANSWERED	1	0	0	0	0	1	100	0	0
SALES VOLUME									
UNDER $500,000	26	0	0	0	0	0	0	5	19
500,001 - 1,500,000	37	0	0	0	0	0	0	2	5
1,500,001 - 5,000,000	48	0	0	0	0	0	0	4	8
5,000,001 - 10,000,000	23	3	13	0	0	0	0	2	9
OVER 10,000,000	34	11	32	6	18	11	32	1	3
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	0	0	4	2	13	8	22	13	27	16	38	23	20	12
FORM OF BUSINESS															
COMMERCIAL PRINTING	73	0	0	3	4	9	12	13	18	10	14	17	23	5	7
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	1	7	2	13	4	27	4	27
ADVERTISING MATERIALS	23	0	0	0	0	0	0	1	4	4	17	4	17	6	26
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0	2	50	1	25	0	0
LABELS AND WRAPPERS	2	0	0	1	50	0	0	0	0	0	0	1	50	0	0
FINANCIAL AND LEGAL	6	0	0	0	0	0	0	2	33	1	17	0	0	1	17
NEWSPAPERS	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	0	0	1	7	2	13	2	13	5	33	1	7
BOOK PRINTING	8	0	0	0	0	0	0	0	0	1	13	3	38	1	13
GREETING CARDS	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	0	0	2	14	2	14	3	21	3	21	2	14
UNANSWERED	4	0	0	0	0	0	0	1	25	1	25	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	0	0	1	4	2	8	4	17	3	13	5	21	3	13
MID-WEST	53	0	0	2	4	2	4	6	11	11	21	10	19	6	11
FAR-WEST	27	0	0	0	0	1	4	8	30	6	22	4	15	3	11
SOUTH-EAST	58	0	0	1	2	7	12	3	5	6	10	18	31	8	14
CANADIAN PROVINCES	6	0	0	0	0	1	17	1	17	1	17	1	17	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	122	0	0	3	2	11	9	16	13	24	20	29	24	12	10
UNION SHOP	33	0	0	1	3	2	6	4	12	3	9	6	18	8	24
COMBINATION SHOP	12	0	0	0	0	0	0	2	17	0	0	3	25	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	26	0	0	3	12	3	12	4	15	5	19	5	19	2	8
500,001 - 1,500,000	37	0	0	0	0	6	16	10	27	7	19	4	11	2	5
1,500,001 - 5,000,000	48	0	0	1	2	3	6	7	15	8	17	10	21	7	15
5,000,001 - 10,000,000	23	0	0	0	0	1	4	0	0	4	17	6	26	3	13
OVER 10,000,000	34	0	0	0	0	0	0	1	3	3	9	13	38	6	18
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	16	10	16	10	6	4	6	4
FORM OF BUSINESS									
COMMERCIAL PRINTING	73	4	5	6	8	3	4	3	4
MAGAZINE & PERIODICALS	15	4	27	0	0	0	0	0	0
ADVERTISING MATERIALS	23	4	17	2	9	1	4	1	4
CATALOGS & DIRECTORIES	4	0	0	1	25	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	6	0	0	1	17	0	0	1	17
NEWSPAPERS	2	0	0	0	0	1	50	0	0
BUSINESSS FORMS	15	2	13	1	7	1	7	0	0
BOOK PRINTING	8	0	0	3	38	0	0	0	0
GREETING CARDS	2	0	0	1	50	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	14	2	14	0	0	0	0	0	0
UNANSWERED	4	0	0	1	25	0	0	1	25
GEOGRAPHIC REGION									
NORTH-EAST	24	2	8	1	4	1	4	2	8
MID-WEST	53	6	11	6	11	1	2	3	6
FAR-WEST	27	1	4	2	7	2	7	0	0
SOUTH-EAST	58	7	12	5	9	2	3	1	2
CANADIAN PROVINCES	6	0	0	2	33	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	122	10	8	11	9	3	2	3	2
UNION SHOP	33	2	6	4	12	2	6	1	3
COMBINATION SHOP	12	4	33	0	0	1	8	2	17
UNANSWERED	1	0	0	1	100	0	0	0	0
SALES VOLUME									
UNDER $500,000	26	1	4	1	4	2	8	0	0
500,001 - 1,500,000	37	3	8	3	8	1	3	1	3
1,500,001 - 5,000,000	48	4	8	5	10	1	2	2	4
5,000,001 - 10,000,000	23	2	9	4	17	1	4	2	9
OVER 10,000,000	34	6	18	3	9	1	3	1	3

PROFILE BY TIME IN PRES. POSITION - V.P. PRODUCTION

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	45	27	33	20	41	24	30	18	8	5	1	1	10	6
FORM OF BUSINESS															
COMMERCIAL PRINTING	73	20	27	13	18	15	21	18	25	2	3	1	1	4	5
MAGAZINE & PERIODICALS	15	2	13	2	13	5	33	5	33	1	7	0	0	0	0
ADVERTISING MATERIALS	23	8	35	3	13	5	22	2	9	3	13	0	0	2	9
CATALOGS & DIRECTORIES	4	1	25	2	50	0	0	1	25	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	2	100	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	6	2	33	2	33	1	17	0	0	0	0	0	0	1	17
NEWSPAPERS	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	4	27	2	13	7	47	0	0	1	7	0	0	1	7
BOOK PRINTING	8	0	0	0	0	4	50	3	38	1	13	0	0	0	0
GREETING CARDS	2	0	0	2	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	7	50	4	29	1	7	1	7	0	0	0	0	1	7
UNANSWERED	4	1	25	2	50	0	0	0	0	0	0	0	0	1	25
GEOGRAPHIC REGION															
NORTH-EAST	24	3	13	2	8	10	42	6	25	1	4	0	0	2	8
MID-WEST	53	15	28	12	23	11	21	8	15	4	8	0	0	3	6
FAR-WEST	27	4	15	9	33	9	33	4	15	0	0	0	0	1	4
SOUTH-EAST	58	21	36	9	16	9	16	11	19	3	5	1	2	4	7
CANADIAN PROVINCES	6	2	33	1	17	2	33	1	17	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	122	34	28	26	21	30	25	19	16	6	5	1	1	6	5
UNION SHOP	33	9	27	5	15	6	24	9	27	1	3	0	0	1	3
COMBINATION SHOP	12	2	17	1	8	3	25	2	17	1	8	0	0	3	25
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	26	6	23	7	27	8	31	3	12	1	4	1	4	0	0
500,001 - 1,500,000	37	6	16	9	24	11	30	6	16	3	8	0	0	2	5
1,500,001 - 5,000,000	48	15	31	10	21	9	19	9	19	2	4	0	0	3	6
5,000,001 - 10,000,000	23	11	48	1	4	3	13	4	17	1	4	0	0	3	13
OVER 10,000,000	34	7	21	6	18	10	29	8	24	1	3	0	0	2	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Plant Manager

PROFILE OF ANNUAL SALARY - PLANT MANAGER

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	200	2	1	0	0	1	0	4	2	8	4	5	2	6	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	90	0	0	0	0	1	1	2	2	6	7	5	6	3	3
MAGAZINE & PERIODICALS	17	0	0	0	0	0	0	0	0	0	0	0	0	1	6
ADVERTISING MATERIALS	17	1	6	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	0	0	1	17	0	0	0	0
LABELS AND WRAPPERS	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	0	0	0	0	0	0	1	6	0	0	2	11
UNANSWERED	5	1	20	0	0	0	0	2	40	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	0	0	0	0	1	3	1	3	3	9	1	3	3	9
MID-WEST	47	0	0	0	0	0	0	1	2	0	0	1	2	0	0
FAR-WEST	40	1	2	0	0	0	0	2	5	0	0	0	0	0	0
SOUTH-EAST	65	1	2	0	0	0	0	0	0	5	8	3	5	3	5
CANADIAN PROVINCES	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	126	2	2	0	0	1	1	4	3	7	6	5	4	5	4
UNION SHOP	47	0	0	0	0	0	0	0	0	1	2	0	0	0	0
COMBINATION SHOP	25	0	0	0	0	0	0	0	0	0	0	0	0	1	4
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	20	0	0	0	0	0	0	0	0	5	25	3	15	2	10
500,001 - 1,500,000	46	1	2	0	0	0	0	4	9	3	7	2	4	3	7
1,500,001 - 5,000,000	57	1	2	0	0	0	0	0	0	0	0	0	0	1	2
5,000,001 - 10,000,000	30	0	0	0	0	1	3	0	0	0	0	0	0	0	0
OVER 10,000,000	47	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - PLANT MANAGER

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	200	24	12	47	23	43	21	25	13	23	11	2	1	10	5
FORM OF BUSINESS															
COMMERCIAL PRINTING	90	14	16	20	22	18	20	6	7	10	11	1	1	4	4
MAGAZINE & PERIODICALS	17	1	6	3	18	4	24	4	24	4	24	0	0	0	0
ADVERTISING MATERIALS	17	2	12	4	24	3	18	2	12	4	24	0	0	1	6
CATALOGS & DIRECTORIES	6	0	0	0	0	2	33	3	50	0	0	0	0	0	0
LABELS AND WRAPPERS	8	2	25	2	25	3	38	0	0	1	13	0	0	0	0
FINANCIAL AND LEGAL	7	1	14	3	43	1	14	1	14	0	0	0	0	1	14
NEWSPAPERS	2	0	0	0	0	1	50	0	0	0	0	0	0	1	50
BUSINESSS FORMS	23	1	4	10	43	3	13	4	17	3	13	1	4	1	4
BOOK PRINTING	6	1	17	0	0	2	33	1	17	1	17	0	0	1	17
GREETING CARDS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	2	11	4	22	6	33	3	17	0	0	0	0	0	0
UNANSWERED	5	0	0	1	20	0	0	0	0	0	0	0	0	1	20
GEOGRAPHIC REGION															
NORTH-EAST	33	3	9	4	12	4	12	6	18	4	12	0	0	3	9
MID-WEST	47	5	11	12	26	11	23	4	9	7	15	0	0	6	13
FAR-WEST	40	5	13	11	27	6	15	7	17	7	17	1	2	0	0
SOUTH-EAST	65	9	14	16	25	15	23	6	9	5	8	1	2	1	2
CANADIAN PROVINCES	15	2	13	4	27	7	47	2	13	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	126	20	16	32	25	28	22	10	8	8	6	2	2	2	2
UNION SHOP	47	3	6	9	19	12	26	8	17	11	23	0	0	3	6
COMBINATION SHOP	25	1	4	5	20	3	12	6	24	4	16	0	0	5	20
UNANSWERED	2	0	0	1	50	0	0	1	50	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	20	3	15	3	15	0	0	1	5	2	10	0	0	1	5
500,001 - 1,500,000	46	16	35	10	22	4	9	0	0	2	4	1	2	0	0
1,500,001 - 5,000,000	57	3	5	18	32	22	39	4	7	7	12	1	2	0	0
5,000,001 - 10,000,000	30	2	7	9	30	7	23	7	23	2	7	0	0	2	7
OVER 10,000,000	47	0	0	7	15	10	21	13	28	10	21	0	0	7	15
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - PLANT MANAGER

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	200	96	48	12	6	12	6	5	2	16	8	12	6	15	7
FORM OF BUSINESS															
COMMERCIAL PRINTING	90	42	47	6	7	8	9	2	2	8	9	7	8	6	7
MAGAZINE & PERIODICALS	17	9	53	2	12	1	6	0	0	1	6	0	0	3	18
ADVERTISING MATERIALS	17	8	47	1	6	2	12	0	0	0	0	2	12	0	0
CATALOGS & DIRECTORIES	6	2	33	1	17	0	0	0	0	0	0	1	17	0	0
LABELS AND WRAPPERS	8	5	63	0	0	1	13	0	0	0	0	0	0	2	25
FINANCIAL AND LEGAL	7	2	29	0	0	0	0	2	29	3	43	0	0	0	0
NEWSPAPERS	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	23	12	52	0	0	0	0	0	0	1	4	1	4	4	17
BOOK PRINTING	6	2	33	0	0	0	0	0	0	1	17	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	9	50	2	11	0	0	1	6	2	11	1	6	0	0
UNANSWERED	5	3	60	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	17	52	4	12	2	5	0	0	2	6	1	3	3	9
MID-WEST	47	29	62	2	4	0	0	2	4	2	4	2	4	0	0
FAR-WEST	40	14	35	2	5	4	10	1	2	2	5	6	15	1	2
SOUTH-EAST	65	27	42	4	6	6	9	1	2	8	12	3	5	10	15
CANADIAN PROVINCES	15	9	60	0	0	0	0	1	7	2	13	0	0	1	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	126	57	45	12	10	11	9	3	2	11	9	5	4	11	9
UNION SHOP	47	22	47	0	0	1	2	2	4	3	6	4	9	4	9
COMBINATION SHOP	25	16	64	0	0	0	0	0	0	2	8	3	12	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	20	9	45	5	25	1	5	1	5	2	10	2	10	0	0
500,001 - 1,500,000	46	20	43	5	11	8	17	2	4	3	7	0	0	2	4
1,500,001 - 5,000,000	57	26	46	2	4	2	4	1	2	4	7	2	4	4	7
5,000,001 - 10,000,000	30	17	57	0	0	1	3	0	0	4	13	2	7	2	7
OVER 10,000,000	47	24	51	0	0	0	0	1	2	3	6	6	13	7	15
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - PLANT MANAGER

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	200	13	6	6	3	6	3	7	3
FORM OF BUSINESS									
COMMERCIAL PRINTING	90	4	4	1	1	2	2	4	4
MAGAZINE & PERIODICALS	17	0	0	0	0	1	6	0	0
ADVERTISING MATERIALS	17	3	18	0	0	1	6	0	0
CATALOGS & DIRECTORIES	6	1	17	0	0	0	0	1	17
LABELS AND WRAPPERS	8	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	7	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0	1	50
BUSINESSS FORMS	23	3	13	0	0	1	4	1	4
BOOK PRINTING	6	1	17	1	17	1	17	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	18	1	6	2	11	0	0	0	0
UNANSWERED	5	0	0	2	40	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	33	2	6	1	3	1	3	0	0
MID-WEST	47	3	6	2	4	1	2	4	9
FAR-WEST	40	3	7	3	7	2	5	2	5
SOUTH-EAST	65	4	6	0	0	1	2	1	2
CANADIAN PROVINCES	15	1	7	0	0	1	7	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	126	7	6	3	2	4	3	2	2
UNION SHOP	47	5	11	2	4	2	4	2	4
COMBINATION SHOP	25	1	4	0	0	0	0	3	12
UNANSWERED	2	0	0	1	50	0	0	0	0
SALES VOLUME									
UNDER $500,000	20	0	0	0	0	0	0	0	0
500,001 - 1,500,000	46	2	4	2	4	2	4	0	0
1,500,001 - 5,000,000	57	6	11	3	5	3	5	4	7
5,000,001 - 10,000,000	30	1	3	1	3	1	3	1	3
OVER 10,000,000	47	4	9	0	0	0	0	2	4
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - PLANT MANAGER

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	200	2	1	0	0	1	0	1	0	5	2	7	3	8	4
FORM OF BUSINESS															
COMMERCIAL PRINTING	90	0	0	0	0	1	1	1	1	3	3	7	8	3	3
MAGAZINE & PERIODICALS	17	0	0	0	0	0	0	0	0	0	0	0	0	1	6
ADVERTISING MATERIALS	17	1	6	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	0	0	1	17	0	0	0	0
LABELS AND WRAPPERS	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	0	0	0	0	0	0	1	6	0	0	2	11
UNANSWERED	5	1	20	0	0	0	0	0	0	0	0	0	0	2	40
GEOGRAPHIC REGION															
NORTH-EAST	33	0	0	0	0	1	3	1	3	3	9	1	3	2	6
MID-WEST	47	0	0	0	0	0	0	0	0	0	0	1	2	0	0
FAR-WEST	40	1	2	0	0	0	0	0	0	0	0	0	0	2	5
SOUTH-EAST	65	1	2	0	0	0	0	0	0	2	3	5	8	4	6
CANADIAN PROVINCES	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	126	2	2	0	0	1	1	1	1	4	3	7	6	7	6
UNION SHOP	47	0	0	0	0	0	0	0	0	1	2	0	0	0	0
COMBINATION SHOP	25	0	0	0	0	0	0	0	0	0	0	0	0	1	4
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	20	0	0	0	0	0	0	0	0	3	15	4	20	3	15
500,001 - 1,500,000	46	1	2	0	0	0	0	1	2	2	4	3	7	4	9
1,500,001 - 5,000,000	57	1	2	0	0	0	0	0	0	0	0	0	0	1	2
5,000,001 - 10,000,000	30	0	0	0	0	1	3	0	0	0	0	0	0	0	0
OVER 10,000,000	47	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - PLANT MANAGER

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	200	20	10	30	15	52	26	26	13	22	11	12	6	14	7
FORM OF BUSINESS															
COMMERCIAL PRINTING	90	11	12	16	18	24	27	8	9	4	4	7	8	5	6
MAGAZINE & PERIODICALS	17	1	6	2	12	3	18	5	29	3	18	2	12	0	0
ADVERTISING MATERIALS	17	2	12	2	12	5	29	0	0	5	29	1	6	1	6
CATALOGS & DIRECTORIES	6	0	0	0	0	2	33	1	17	1	17	0	0	1	17
LABELS AND WRAPPERS	8	2	25	1	13	2	25	2	25	1	13	0	0	0	0
FINANCIAL AND LEGAL	7	0	0	2	29	2	29	2	29	0	0	0	0	1	14
NEWSPAPERS	2	0	0	0	0	0	0	0	0	0	0	1	50	1	50
BUSINESSS FORMS	23	1	4	4	17	8	35	2	9	5	22	1	4	2	9
BOOK PRINTING	6	1	17	0	0	0	0	1	17	2	33	0	0	2	33
GREETING CARDS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	2	11	2	11	6	33	4	22	1	6	0	0	0	0
UNANSWERED	5	0	0	1	20	0	0	0	0	0	0	0	0	1	20
GEOGRAPHIC REGION															
NORTH-EAST	33	3	9	3	9	5	15	5	15	3	9	3	9	3	9
MID-WEST	47	5	11	11	23	9	19	5	11	7	15	2	4	7	15
FAR-WEST	40	4	10	6	15	10	25	4	10	8	20	2	5	3	7
SOUTH-EAST	65	6	9	8	12	21	32	9	14	3	5	5	8	1	2
CANADIAN PROVINCES	15	2	13	2	13	7	47	3	20	1	7	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	126	16	13	22	17	34	27	14	11	10	8	6	5	2	2
UNION SHOP	47	3	6	4	9	14	30	6	13	8	17	5	11	6	13
COMBINATION SHOP	25	1	4	4	16	3	12	5	20	4	16	1	4	6	24
UNANSWERED	2	0	0	0	0	1	50	1	50	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	20	3	15	3	15	0	0	1	5	2	10	0	0	1	5
500,001 - 1,500,000	46	14	30	9	20	9	20	0	0	1	2	2	4	0	0
1,500,001 - 5,000,000	57	2	4	9	16	24	42	7	12	5	9	5	9	3	5
5,000,001 - 10,000,000	30	1	3	5	17	10	33	5	17	4	13	2	7	2	7
OVER 10,000,000	47	0	0	4	9	9	19	13	28	10	21	3	6	8	17
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - PLANT MANAGER

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	194	0	0	14	7	65	34	60	31	23	12	10	5	3	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	88	0	0	5	6	25	28	32	36	11	13	5	6	2	2
MAGAZINE & PERIODICALS	16	0	0	0	0	6	38	8	50	1	6	1	6	0	0
ADVERTISING MATERIALS	16	0	0	2	13	5	31	5	31	1	6	0	0	1	6
CATALOGS & DIRECTORIES	6	0	0	1	17	0	0	2	33	0	0	0	0	0	0
LABELS AND WRAPPERS	7	0	0	1	14	3	43	1	14	0	0	0	0	0	0
FINANCIAL AND LEGAL	7	0	0	0	0	2	29	1	14	4	57	0	0	0	0
NEWSPAPERS	2	0	0	0	0	1	50	0	0	1	50	0	0	0	0
BUSINESSS FORMS	22	0	0	3	14	7	32	5	23	2	9	4	18	0	0
BOOK PRINTING	6	0	0	0	0	3	50	2	33	1	17	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	1	6	10	56	4	22	2	11	0	0	0	0
UNANSWERED	5	0	0	1	20	3	60	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	0	0	3	9	9	27	15	45	2	6	2	6	1	3
MID-WEST	47	0	0	4	9	18	38	13	28	5	11	0	0	0	0
FAR-WEST	40	0	0	2	5	17	42	7	17	6	15	2	5	0	0
SOUTH-EAST	65	0	0	3	5	16	25	21	32	9	14	5	8	2	3
CANADIAN PROVINCES	15	0	0	2	13	5	33	4	27	1	7	1	7	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	126	0	0	12	10	35	28	34	27	18	14	6	5	3	2
UNION SHOP	47	0	0	1	2	26	55	14	30	2	4	2	4	0	0
COMBINATION SHOP	25	0	0	1	4	4	16	11	44	3	12	2	8	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	20	0	0	4	20	9	45	3	15	2	10	0	0	0	0
500,001 - 1,500,000	46	0	0	4	9	13	28	10	22	9	20	3	7	3	7
1,500,001 - 5,000,000	57	0	0	3	5	25	44	15	26	4	7	3	5	0	0
5,000,001 - 10,000,000	30	0	0	0	0	10	33	13	43	5	17	1	3	0	0
OVER 10,000,000	47	0	0	3	6	8	17	19	40	3	6	3	6	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - PLANT MANAGER

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	194	4	2	4	2	11	6
FORM OF BUSINESS							
COMMERCIAL PRINTING	88	0	0	3	3	5	6
MAGAZINE & PERIODICALS	16	0	0	0	0	0	0
ADVERTISING MATERIALS	16	1	6	0	0	1	6
CATALOGS & DIRECTORIES	6	0	0	0	0	3	50
LABELS AND WRAPPERS	7	1	14	1	14	0	0
FINANCIAL AND LEGAL	7	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0
BUSINESSS FORMS	22	1	5	0	0	0	0
BOOK PRINTING	6	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	18	0	0	0	0	1	6
UNANSWERED	5	0	0	0	0	1	20
GEOGRAPHIC REGION							
NORTH-EAST	33	0	0	0	0	1	3
MID-WEST	47	1	2	1	2	5	11
FAR-WEST	40	1	2	0	0	5	13
SOUTH-EAST	65	2	3	4	6	3	5
CANADIAN PROVINCES	15	0	0	0	0	2	13
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	126	3	2	4	3	11	9
UNION SHOP	47	0	0	1	2	1	2
COMBINATION SHOP	25	0	0	0	0	4	16
UNANSWERED	2	1	50	0	0	0	0
SALES VOLUME							
UNDER $500,000	20	0	0	0	0	2	10
500,001 - 1,500,000	46	0	0	0	0	4	9
1,500,001 - 5,000,000	57	2	4	0	0	5	9
5,000,001 - 10,000,000	30	0	0	0	0	1	3
OVER 10,000,000	47	2	4	5	11	4	9
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - PLANT MANAGER

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	200	0	0	21	10	17	8	27	13	30	15	36	18	19	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	90	0	0	8	9	8	9	14	16	16	18	20	22	4	4
MAGAZINE & PERIODICALS	17	0	0	2	12	1	6	1	6	2	12	1	6	3	18
ADVERTISING MATERIALS	17	0	0	3	18	0	0	4	24	2	12	3	18	0	0
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	1	17	0	0	1	17	4	67
LABELS AND WRAPPERS	8	0	0	2	25	0	0	0	0	3	38	0	0	0	0
FINANCIAL AND LEGAL	7	0	0	1	14	1	14	3	43	0	0	0	0	1	14
NEWSPAPERS	2	0	0	1	50	0	0	0	0	1	50	0	0	0	0
BUSINESSS FORMS	23	0	0	2	9	2	9	2	9	4	17	6	26	3	13
BOOK PRINTING	6	0	0	0	0	0	0	0	0	1	17	3	50	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	2	11	4	22	2	11	1	6	2	11	4	22
UNANSWERED	5	0	0	0	0	1	20	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	0	0	5	15	1	3	3	9	5	15	4	12	5	15
MID-WEST	47	0	0	1	2	4	9	5	11	8	17	10	21	2	4
FAR-WEST	40	0	0	6	15	7	17	5	13	7	17	6	15	3	7
SOUTH-EAST	65	0	0	7	11	2	3	11	17	9	14	13	20	6	9
CANADIAN PROVINCES	15	0	0	2	13	3	20	3	20	1	7	3	20	3	20
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	126	0	0	17	13	14	11	22	17	17	13	16	13	8	6
UNION SHOP	47	0	0	2	4	3	6	5	11	8	17	15	32	6	13
COMBINATION SHOP	25	0	0	2	8	0	0	0	0	5	20	5	20	4	16
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
SALES VOLUME															
UNDER $500,000	20	0	0	7	35	7	35	4	20	0	0	0	0	0	0
500,001 - 1,500,000	46	0	0	5	11	4	9	16	35	7	15	0	0	0	0
1,500,001 - 5,000,000	57	0	0	3	5	4	7	2	4	17	30	18	32	6	11
5,000,001 - 10,000,000	30	0	0	2	7	2	7	3	10	2	7	8	27	8	27
OVER 10,000,000	47	0	0	4	9	0	0	2	4	4	9	10	21	5	11
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - PLANT MANAGER

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	200	12	6	1	0	10	5	27	13
FORM OF BUSINESS									
COMMERCIAL PRINTING	90	5	6	0	0	1	1	14	16
MAGAZINE & PERIODICALS	17	2	12	0	0	4	24	1	6
ADVERTISING MATERIALS	17	1	6	0	0	1	6	3	18
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	8	0	0	0	0	1	13	2	25
FINANCIAL AND LEGAL	7	1	14	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0	0	0
BUSINESSS FORMS	23	2	9	0	0	1	4	1	4
BOOK PRINTING	6	0	0	1	17	1	17	0	0
GREETING CARDS	1	0	0	0	0	1	100	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	18	1	6	0	0	0	0	2	11
UNANSWERED	5	0	0	0	0	0	0	4	80
GEOGRAPHIC REGION									
NORTH-EAST	33	2	6	0	0	2	6	6	18
MID-WEST	47	5	11	1	2	4	9	7	15
FAR-WEST	40	1	2	0	0	0	0	5	13
SOUTH-EAST	65	4	6	0	0	4	6	9	14
CANADIAN PROVINCES	15	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	126	3	2	1	1	3	2	25	20
UNION SHOP	47	5	11	0	0	2	4	1	2
COMBINATION SHOP	25	4	16	0	0	4	16	1	4
UNANSWERED	2	0	0	0	0	1	50	0	0
SALES VOLUME									
UNDER $500,000	20	0	0	0	0	0	0	2	10
500,001 - 1,500,000	46	0	0	0	0	0	0	14	30
1,500,001 - 5,000,000	57	0	0	0	0	0	0	7	12
5,000,001 - 10,000,000	30	2	7	0	0	0	0	3	10
OVER 10,000,000	47	10	21	1	2	10	21	1	2
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - PLANT MANAGER

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	200	3	1	4	2	17	8	40	20	28	14	36	18	30	15
FORM OF BUSINESS															
COMMERCIAL PRINTING	90	3	3	2	2	8	9	15	17	17	19	12	13	17	19
MAGAZINE & PERIODICALS	17	0	0	0	0	1	6	3	18	1	6	4	24	3	18
ADVERTISING MATERIALS	17	0	0	0	0	1	6	4	24	3	18	4	24	3	18
CATALOGS & DIRECTORIES	6	0	0	1	17	1	17	2	33	0	0	2	33	0	0
LABELS AND WRAPPERS	8	0	0	0	0	1	13	2	25	0	0	0	0	0	0
FINANCIAL AND LEGAL	7	0	0	0	0	1	14	0	0	1	14	2	29	1	14
NEWSPAPERS	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
BUSINESSS FORMS	23	0	0	0	0	1	4	5	22	4	17	7	30	1	4
BOOK PRINTING	6	0	0	0	0	0	0	3	50	0	0	1	17	1	17
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	0	0	1	6	6	33	2	11	4	22	3	17
UNANSWERED	5	0	0	1	20	1	20	0	0	0	0	0	0	1	20
GEOGRAPHIC REGION															
NORTH-EAST	33	2	6	2	6	2	6	6	18	4	12	7	21	1	3
MID-WEST	47	0	0	1	2	2	4	10	21	4	9	6	13	9	19
FAR-WEST	40	0	0	1	2	5	13	9	22	7	17	5	13	6	15
SOUTH-EAST	65	1	2	0	0	6	9	15	23	10	15	15	23	9	14
CANADIAN PROVINCES	15	0	0	0	0	2	13	0	0	3	20	3	20	5	33
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	126	3	2	4	3	11	9	26	21	21	17	23	18	19	15
UNION SHOP	47	0	0	0	0	3	6	10	21	6	13	9	19	8	17
COMBINATION SHOP	25	0	0	0	0	3	12	4	16	0	0	4	16	3	12
UNANSWERED	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
SALES VOLUME															
UNDER $500,000	20	1	5	0	0	4	20	5	25	4	20	2	10	1	5
500,001 - 1,500,000	46	2	4	4	9	4	9	7	15	8	17	8	17	5	11
1,500,001 - 5,000,000	57	0	0	0	0	5	9	11	19	8	14	13	23	11	19
5,000,001 - 10,000,000	30	0	0	0	0	2	7	7	23	3	10	4	13	8	27
OVER 10,000,000	47	0	0	0	0	2	4	10	21	5	11	9	19	5	11
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - PLANT MANAGER

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	200	20	10	9	4	5	2	8	4
FORM OF BUSINESS									
COMMERCIAL PRINTING	90	10	11	3	3	1	1	2	2
MAGAZINE & PERIODICALS	17	2	12	2	12	0	0	1	6
ADVERTISING MATERIALS	17	1	6	0	0	0	0	1	6
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	8	3	38	1	13	0	0	1	13
FINANCIAL AND LEGAL	7	0	0	1	14	0	0	1	14
NEWSPAPERS	2	0	0	0	0	1	50	0	0
BUSINESSS FORMS	23	2	9	1	4	1	4	1	4
BOOK PRINTING	6	0	0	1	17	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	0	0	2	11	0	0
UNANSWERED	5	1	20	0	0	0	0	1	20
GEOGRAPHIC REGION									
NORTH-EAST	33	3	9	2	6	2	6	2	6
MID-WEST	47	6	13	4	9	1	2	4	9
FAR-WEST	40	4	10	1	2	1	2	1	2
SOUTH-EAST	65	6	9	2	3	1	2	0	0
CANADIAN PROVINCES	15	1	7	0	0	0	0	1	7
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	126	11	9	2	2	2	2	4	3
UNION SHOP	47	3	6	5	11	1	2	2	4
COMBINATION SHOP	25	5	20	2	8	2	8	2	8
UNANSWERED	2	1	50	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	20	1	5	1	5	1	5	0	0
500,001 - 1,500,000	46	6	13	0	0	0	0	2	4
1,500,001 - 5,000,000	57	4	7	2	4	1	2	2	4
5,000,001 - 10,000,000	30	1	3	1	3	1	3	3	10
OVER 10,000,000	47	8	17	5	11	2	4	1	2
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - PLANT MANAGER

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	200	62	31	48	24	36	18	16	8	18	9	1	0	19	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	90	35	39	19	21	13	14	9	10	4	4	1	1	9	10
MAGAZINE & PERIODICALS	17	4	24	2	12	5	29	1	6	3	18	0	0	2	12
ADVERTISING MATERIALS	17	4	24	5	29	2	12	1	6	2	12	0	0	3	18
CATALOGS & DIRECTORIES	6	2	33	4	67	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	8	1	13	2	25	3	38	0	0	1	13	0	0	1	13
FINANCIAL AND LEGAL	7	2	29	2	29	2	29	0	0	0	0	0	0	1	14
NEWSPAPERS	2	0	0	0	0	2	100	0	0	0	0	0	0	0	0
BUSINESSS FORMS	23	7	30	4	17	2	9	2	9	6	26	0	0	2	9
BOOK PRINTING	6	2	33	2	33	1	17	1	17	0	0	0	0	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	2	11	6	33	6	33	2	11	2	11	0	0	0	0
UNANSWERED	5	3	60	1	20	0	0	0	0	0	0	0	0	1	20
GEOGRAPHIC REGION															
NORTH-EAST	33	8	24	6	18	4	12	7	21	3	9	1	3	4	12
MID-WEST	47	11	23	12	26	15	32	1	2	4	9	0	0	4	9
FAR-WEST	40	10	25	15	38	6	15	2	5	3	7	0	0	4	10
SOUTH-EAST	65	29	45	10	15	10	15	4	6	6	9	0	0	6	9
CANADIAN PROVINCES	15	4	27	5	33	1	7	2	13	2	13	0	0	1	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	126	41	33	30	24	25	20	7	6	8	6	1	1	14	11
UNION SHOP	47	13	28	11	23	8	17	6	13	8	17	0	0	1	2
COMBINATION SHOP	25	8	32	6	24	3	12	2	8	2	8	0	0	4	16
UNANSWERED	2	0	0	1	50	0	0	1	50	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	20	10	50	2	10	3	15	2	10	1	5	0	0	2	10
500,001 - 1,500,000	46	15	33	13	28	7	15	2	4	4	9	0	0	5	11
1,500,001 - 5,000,000	57	14	25	14	25	14	25	6	11	6	11	1	2	2	4
5,000,001 - 10,000,000	30	8	27	6	20	6	20	3	10	3	10	0	0	4	13
OVER 10,000,000	47	15	32	13	28	6	13	3	6	4	9	0	0	6	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Plant Superintendent

PROFILE OF ANNUAL SALARY - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	0	0	0	0	1	1	0	0	0	0	3	2	10	6
FORM OF BUSINESS															
COMMERCIAL PRINTING	71	0	0	0	0	1	1	0	0	0	0	3	4	4	6
MAGAZINE & PERIODICALS	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	16	0	0	0	0	0	0	0	0	0	0	0	0	1	6
CATALOGS & DIRECTORIES	8	0	0	0	0	0	0	0	0	0	0	0	0	1	13
LABELS AND WRAPPERS	7	0	0	0	0	0	0	0	0	0	0	0	0	1	14
FINANCIAL AND LEGAL	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	0	0	0	0	0	0	0	0	0	0	1	7
BOOK PRINTING	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	0	0	0	0	0	0	0	0	0	0	2	11
UNANSWERED	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	0	0	0	0	1	3	0	0	0	0	1	3	1	3
MID-WEST	49	0	0	0	0	0	0	0	0	0	0	0	0	1	2
FAR-WEST	30	0	0	0	0	0	0	0	0	0	0	1	3	3	10
SOUTH-EAST	48	0	0	0	0	0	0	0	0	0	0	1	2	5	10
CANADIAN PROVINCES	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	116	0	0	0	0	1	1	0	0	0	0	3	3	8	7
UNION SHOP	34	0	0	0	0	0	0	0	0	0	0	0	0	2	6
COMBINATION SHOP	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	0	0	0	0	0	0	0	0	2	25	3	38
500,001 - 1,500,000	37	0	0	0	0	0	0	0	0	0	0	1	3	5	14
1,500,001 - 5,000,000	58	0	0	0	0	0	0	0	0	0	0	0	0	2	3
5,000,001 - 10,000,000	22	0	0	0	0	1	5	0	0	0	0	0	0	0	0
OVER 10,000,000	42	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	34	20	45	27	46	27	18	11	5	3	4	2	2	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	71	17	24	20	28	21	30	2	3	0	0	2	3	1	1
MAGAZINE & PERIODICALS	17	2	12	2	12	4	24	6	35	2	12	0	0	1	6
ADVERTISING MATERIALS	16	2	13	6	38	4	25	2	13	1	6	0	0	0	0
CATALOGS & DIRECTORIES	8	1	13	2	25	2	25	2	25	0	0	0	0	0	0
LABELS AND WRAPPERS	7	2	29	0	0	2	29	2	29	0	0	0	0	0	0
FINANCIAL AND LEGAL	3	0	0	2	67	0	0	0	0	0	0	1	33	0	0
NEWSPAPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	2	13	6	40	6	40	0	0	0	0	0	0	0	0
BOOK PRINTING	9	2	22	1	11	2	22	3	33	0	0	1	11	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	5	28	5	28	4	22	1	6	1	6	0	0	0	0
UNANSWERED	3	1	33	0	0	1	33	0	0	1	33	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	3	9	11	33	10	30	3	9	1	3	2	6	0	0
MID-WEST	49	13	27	13	27	14	29	5	10	1	2	1	2	1	2
FAR-WEST	30	7	23	10	33	7	23	1	3	0	0	1	3	0	0
SOUTH-EAST	48	8	17	11	23	13	27	7	15	2	4	0	0	1	2
CANADIAN PROVINCES	8	3	38	0	0	2	25	2	25	1	13	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	116	25	22	27	23	34	29	12	10	3	3	2	2	1	1
UNION SHOP	34	5	15	12	35	9	26	5	15	1	3	0	0	0	0
COMBINATION SHOP	18	4	22	6	33	3	17	1	6	1	6	2	11	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	2	25	1	13	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	37	17	46	8	22	6	16	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	58	13	22	19	33	16	28	8	14	0	0	0	0	0	0
5,000,001 - 10,000,000	22	0	0	6	27	9	41	2	9	2	9	1	5	1	5
OVER 10,000,000	42	2	5	10	24	15	36	8	19	3	7	3	7	1	2
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	80	48	16	10	14	8	5	3	8	5	15	9	7	4
FORM OF BUSINESS															
COMMERCIAL PRINTING	71	28	39	11	15	9	13	1	1	5	7	5	7	2	3
MAGAZINE & PERIODICALS	17	7	41	1	6	1	6	3	18	2	12	2	12	1	6
ADVERTISING MATERIALS	16	7	44	1	6	2	13	1	6	0	0	1	6	0	0
CATALOGS & DIRECTORIES	8	5	63	2	25	0	0	0	0	0	0	1	13	0	0
LABELS AND WRAPPERS	7	4	57	0	0	0	0	0	0	0	0	1	14	0	0
FINANCIAL AND LEGAL	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	8	53	0	0	1	7	0	0	0	0	1	7	2	13
BOOK PRINTING	9	5	56	0	0	0	0	0	0	0	0	1	11	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	11	61	1	6	0	0	0	0	1	6	3	17	1	6
UNANSWERED	3	2	67	0	0	1	33	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	19	58	3	9	5	15	0	0	2	6	4	12	0	0
MID-WEST	49	25	51	2	4	4	8	0	0	1	2	1	2	1	2
FAR-WEST	30	19	63	3	10	3	10	1	3	1	3	1	3	0	0
SOUTH-EAST	48	16	33	8	17	1	2	4	8	2	4	8	17	6	13
CANADIAN PROVINCES	8	1	13	0	0	1	13	0	0	2	25	1	13	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	116	47	41	14	12	10	9	4	3	5	4	11	9	5	4
UNION SHOP	34	21	62	1	3	4	12	1	3	3	9	2	6	1	3
COMBINATION SHOP	18	12	67	1	6	0	0	0	0	0	0	2	11	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	3	38	4	50	1	13	0	0	0	0	0	0	0	0
500,001 - 1,500,000	37	10	27	8	22	5	14	2	5	1	3	5	14	0	0
1,500,001 - 5,000,000	58	30	52	3	5	5	9	0	0	5	9	5	9	2	3
5,000,001 - 10,000,000	22	12	55	1	5	2	9	0	0	1	5	4	18	0	0
OVER 10,000,000	42	24	57	0	0	1	2	3	7	1	2	1	2	5	12
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	10	6	3	2	7	4	3	2
FORM OF BUSINESS									
COMMERCIAL PRINTING	71	5	7	1	1	3	4	1	1
MAGAZINE & PERIODICALS	17	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	16	2	13	2	13	0	0	0	0
CATALOGS & DIRECTORIES	8	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	7	0	0	0	0	2	29	0	0
FINANCIAL AND LEGAL	3	0	0	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	1	100	0	0
BUSINESSS FORMS	15	2	13	0	0	0	0	1	7
BOOK PRINTING	9	0	0	0	0	1	11	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	18	1	6	0	0	0	0	0	0
UNANSWERED	3	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	33	0	0	0	0	0	0	0	0
MID-WEST	49	4	8	2	4	7	14	2	4
FAR-WEST	30	2	7	0	0	0	0	0	0
SOUTH-EAST	48	1	2	1	2	0	0	1	2
CANADIAN PROVINCES	8	3	38	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	116	9	8	3	3	6	5	2	2
UNION SHOP	34	1	3	0	0	0	0	0	0
COMBINATION SHOP	18	0	0	0	0	1	6	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	8	0	0	0	0	0	0	0	0
500,001 - 1,500,000	37	4	11	0	0	2	5	0	0
1,500,001 - 5,000,000	58	3	5	1	2	4	7	0	0
5,000,001 - 10,000,000	22	1	5	1	5	0	0	0	0
OVER 10,000,000	42	2	5	1	2	1	2	3	7
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	0	0	0	0	1	1	0	0	0	0	2	1	9	5
FORM OF BUSINESS															
COMMERCIAL PRINTING	71	0	0	0	0	1	1	0	0	0	0	2	3	3	4
MAGAZINE & PERIODICALS	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	16	0	0	0	0	0	0	0	0	0	0	0	0	1	5
CATALOGS & DIRECTORIES	8	0	0	0	0	0	0	0	0	0	0	0	0	1	13
LABELS AND WRAPPERS	7	0	0	0	0	0	0	0	0	0	0	0	0	1	14
FINANCIAL AND LEGAL	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	0	0	0	0	0	0	0	0	0	0	1	7
BOOK PRINTING	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	0	0	0	0	0	0	0	0	0	0	2	11
UNANSWERED	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	0	0	0	0	1	3	0	0	0	0	0	0	2	6
MID-WEST	49	0	0	0	0	0	0	0	0	0	0	0	0	1	2
FAR-WEST	30	0	0	0	0	0	0	0	0	0	0	1	3	2	7
SOUTH-EAST	48	0	0	0	0	0	0	0	0	0	0	1	2	4	8
CANADIAN PROVINCES	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	116	0	0	0	0	1	1	0	0	0	0	2	2	8	7
UNION SHOP	34	0	0	0	0	0	0	0	0	0	0	0	0	1	3
COMBINATION SHOP	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	0	0	0	0	0	0	0	0	2	25	2	25
500,001 - 1,500,000	37	0	0	0	0	0	0	0	0	0	0	0	0	5	14
1,500,001 - 5,000,000	58	0	0	0	0	0	0	0	0	0	0	0	0	2	3
5,000,001 - 10,000,000	22	0	0	0	0	1	5	0	0	0	0	0	0	0	0
OVER 10,000,000	42	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	25	15	42	25	49	29	20	12	12	7	4	2	4	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	71	12	17	22	31	21	30	5	7	2	3	1	1	2	3
MAGAZINE & PERIODICALS	17	2	12	2	12	4	24	5	29	3	18	0	0	1	6
ADVERTISING MATERIALS	16	2	13	3	19	7	44	0	0	2	13	1	6	0	0
CATALOGS & DIRECTORIES	8	1	13	2	25	2	25	2	25	0	0	0	0	0	0
LABELS AND WRAPPERS	7	0	0	0	0	4	57	1	14	1	14	0	0	0	0
FINANCIAL AND LEGAL	3	0	0	2	67	0	0	0	0	0	0	1	33	0	0
NEWSPAPERS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
BUSINESSS FORMS	15	2	13	3	20	6	40	2	13	1	7	0	0	0	0
BOOK PRINTING	9	2	22	1	11	2	22	1	11	1	11	1	11	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	3	17	7	39	2	11	3	17	1	6	0	0	0	0
UNANSWERED	3	1	33	0	0	1	33	0	0	1	33	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	2	6	11	33	9	27	5	15	1	3	1	3	1	3
MID-WEST	49	8	16	11	22	17	35	5	10	3	6	2	4	2	4
FAR-WEST	30	8	27	8	27	8	27	2	7	0	0	1	3	0	0
SOUTH-EAST	48	6	13	10	21	14	29	6	13	6	13	0	0	1	2
CANADIAN PROVINCES	8	1	13	2	25	1	13	2	25	2	25	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	116	17	15	25	22	35	30	14	12	9	8	3	3	2	2
UNION SHOP	34	5	15	11	32	10	29	5	15	2	6	0	0	0	0
COMBINATION SHOP	18	3	17	6	33	4	22	1	6	1	6	1	6	2	11
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	2	25	2	25	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	37	11	30	12	32	7	19	2	5	0	0	0	0	0	0
1,500,001 - 5,000,000	58	10	17	17	29	16	28	9	16	3	5	1	2	0	0
5,000,001 - 10,000,000	22	0	0	4	18	9	41	3	14	3	14	1	5	1	5
OVER 10,000,000	42	2	5	6	14	17	40	6	14	6	14	2	5	3	7
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	164	0	0	12	7	66	40	39	24	12	7	13	8	6	4
FORM OF BUSINESS															
COMMERCIAL PRINTING	68	0	0	2	3	32	47	16	24	5	7	7	10	3	4
MAGAZINE & PERIODICALS	16	0	0	1	6	4	25	6	38	0	0	0	0	0	0
ADVERTISING MATERIALS	16	0	0	1	6	7	44	5	31	1	6	1	6	0	0
CATALOGS & DIRECTORIES	8	0	0	1	13	1	13	2	25	0	0	1	13	0	0
LABELS AND WRAPPERS	7	0	0	2	29	3	43	0	0	1	14	1	14	0	0
FINANCIAL AND LEGAL	3	0	0	1	33	0	0	2	67	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	1	7	7	47	1	7	1	7	1	7	2	13
BOOK PRINTING	9	0	0	0	0	3	33	4	44	1	11	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	3	17	6	33	3	17	3	17	2	11	0	0
UNANSWERED	3	0	0	0	0	2	67	0	0	0	0	0	0	1	33
GEOGRAPHIC REGION															
NORTH-EAST	33	0	0	3	9	12	36	5	15	5	15	4	12	0	0
MID-WEST	49	0	0	4	8	16	33	15	31	2	4	5	10	3	6
FAR-WEST	30	0	0	1	3	14	47	5	17	2	7	1	3	2	7
SOUTH-EAST	48	0	0	4	8	21	44	12	25	3	6	1	2	1	2
CANADIAN PROVINCES	8	0	0	0	0	3	38	2	25	0	0	2	25	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	116	0	0	9	8	49	42	21	18	7	6	8	7	6	5
UNION SHOP	34	0	0	2	6	13	38	11	32	3	9	3	9	0	0
COMBINATION SHOP	18	0	0	1	6	4	22	7	39	2	11	2	11	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	2	25	5	63	1	13	0	0	0	0	0	0
500,001 - 1,500,000	37	0	0	3	8	15	41	6	16	6	16	4	11	0	0
1,500,001 - 5,000,000	58	0	0	4	7	17	29	9	16	1	2	9	16	6	10
5,000,001 - 10,000,000	22	0	0	1	5	11	50	7	32	2	9	0	0	0	0
OVER 10,000,000	42	0	0	1	2	18	43	16	38	3	7	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	164	3	2	1	1	12	7
FORM OF BUSINESS							
COMMERCIAL PRINTING	68	1	1	0	0	2	3
MAGAZINE & PERIODICALS	16	0	0	0	0	5	31
ADVERTISING MATERIALS	16	1	6	0	0	0	0
CATALOGS & DIRECTORIES	8	0	0	1	13	2	25
LABELS AND WRAPPERS	7	0	0	0	0	0	0
FINANCIAL AND LEGAL	3	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	0	0	2	13
BOOK PRINTING	9	0	0	0	0	1	11
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	18	1	6	0	0	0	0
UNANSWERED	3	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	33	1	3	2	6	1	3
MID-WEST	49	2	4	1	2	1	2
FAR-WEST	30	0	0	0	0	5	17
SOUTH-EAST	48	0	0	0	0	6	13
CANADIAN PROVINCES	8	0	0	0	0	1	13
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	116	1	1	3	3	12	10
UNION SHOP	34	2	6	0	0	0	0
COMBINATION SHOP	18	0	0	0	0	2	11
UNANSWERED	0	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	8	0	0	0	0	0	0
500,001 - 1,500,000	37	0	0	0	0	3	8
1,500,001 - 5,000,000	58	3	5	2	3	7	12
5,000,001 - 10,000,000	22	0	0	0	0	1	5
OVER 10,000,000	42	0	0	1	2	3	7
UNANSWERED	1	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	0	0	19	11	11	7	12	7	41	24	30	18	21	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	71	0	0	8	11	7	10	8	11	14	20	15	21	7	10
MAGAZINE & PERIODICALS	17	0	0	1	6	1	6	0	0	4	24	2	12	4	24
ADVERTISING MATERIALS	16	0	0	2	13	0	0	0	0	7	43	5	31	0	0
CATALOGS & DIRECTORIES	8	0	0	1	13	0	0	0	0	1	13	1	13	3	38
LABELS AND WRAPPERS	7	0	0	0	0	0	0	0	0	2	29	1	14	1	14
FINANCIAL AND LEGAL	3	0	0	1	33	0	0	0	0	1	33	0	0	1	33
NEWSPAPERS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
BUSINESSS FORMS	15	0	0	3	20	2	13	2	13	2	13	2	13	1	7
BOOK PRINTING	9	0	0	0	0	0	0	0	0	1	11	2	22	3	33
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	3	17	1	6	2	11	8	44	2	11	1	6
UNANSWERED	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	0	0	8	24	0	0	2	6	6	18	6	18	5	15
MID-WEST	49	0	0	2	4	1	2	3	6	13	27	11	22	5	10
FAR-WEST	30	0	0	6	20	4	13	3	10	4	13	3	10	5	17
SOUTH-EAST	48	0	0	3	6	5	10	3	6	15	31	10	21	5	10
CANADIAN PROVINCES	8	0	0	0	0	1	13	1	13	3	38	0	0	1	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	116	0	0	15	13	8	7	10	9	29	25	24	21	11	9
UNION SHOP	34	0	0	2	6	2	6	0	0	8	24	5	15	6	18
COMBINATION SHOP	18	0	0	2	11	1	6	2	11	4	22	1	6	4	22
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	2	25	4	50	2	25	0	0	0	0	0	0
500,001 - 1,500,000	37	0	0	5	14	2	5	7	19	15	41	0	0	0	0
1,500,001 - 5,000,000	58	0	0	10	17	4	7	1	2	21	36	15	26	1	2
5,000,001 - 10,000,000	22	0	0	1	5	0	0	0	0	3	14	7	32	8	36
OVER 10,000,000	42	0	0	1	2	1	2	2	5	1	2	8	19	12	29
UNANSWERED	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS NO.	121 TO 240 NO.	121 TO 240 PCT.	241 TO 320 NO.	241 TO 320 PCT.	OVER 320 NO.	OVER 320 PCT.	UNANSWERED NO.	UNANSWERED PCT.
TOTAL, ALL RESPONDENTS	168	12	7	3	2	2	1	17	10
FORM OF BUSINESS									
COMMERCIAL PRINTING	71	2	3	0	0	1	1	9	13
MAGAZINE & PERIODICALS	17	3	18	1	6	0	0	1	6
ADVERTISING MATERIALS	15	1	6	0	0	0	0	1	6
CATALOGS & DIRECTORIES	8	1	13	0	0	1	13	0	0
LABELS AND WRAPPERS	7	1	14	0	0	0	0	2	29
FINANCIAL AND LEGAL	3	0	0	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	2	13	0	0	0	0	1	7
BOOK PRINTING	9	1	11	2	22	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	0	0	0	0	1	6
UNANSWERED	3	1	33	0	0	0	0	2	67
GEOGRAPHIC REGION									
NORTH-EAST	33	0	0	2	6	0	0	4	12
MID-WEST	49	6	12	0	0	1	2	7	14
FAR-WEST	30	0	0	0	0	0	0	5	17
SOUTH-EAST	48	5	10	1	2	1	2	0	0
CANADIAN PROVINCES	8	1	13	0	0	0	0	1	13
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	116	4	3	1	1	0	0	14	12
UNION SHOP	34	7	21	0	0	1	3	3	9
COMBINATION SHOP	18	1	6	2	11	1	6	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	8	0	0	0	0	0	0	0	0
500,001 - 1,500,000	37	0	0	0	0	0	0	8	22
1,500,001 - 5,000,000	58	0	0	0	0	0	0	6	10
5,000,001 - 10,000,000	22	1	5	0	0	0	0	2	9
OVER 10,000,000	42	11	26	3	7	2	5	1	2
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS NO.	UNDER 22 NO.	UNDER 22 PCT.	22 TO 25 NO.	22 TO 25 PCT.	26 TO 30 NO.	26 TO 30 PCT.	31 TO 35 NO.	31 TO 35 PCT.	36 TO 40 NO.	36 TO 40 PCT.	41 TO 45 NO.	41 TO 45 PCT.	46 TO 50 NO.	46 TO 50 PCT.
TOTAL, ALL RESPONDENTS	168	0	0	1	1	13	8	19	11	29	17	32	19	29	17
FORM OF BUSINESS															
COMMERCIAL PRINTING	71	0	0	1	1	6	8	8	11	15	21	13	18	12	17
MAGAZINE & PERIODICALS	17	0	0	0	0	1	6	2	12	4	24	6	35	1	6
ADVERTISING MATERIALS	16	0	0	0	0	1	6	3	19	2	13	0	0	5	31
CATALOGS & DIRECTORIES	8	0	0	0	0	2	25	1	13	1	13	2	25	2	25
LABELS AND WRAPPERS	7	0	0	0	0	1	14	0	0	1	14	1	14	0	0
FINANCIAL AND LEGAL	3	0	0	0	0	0	0	0	0	0	0	1	33	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
BUSINESSS FORMS	15	0	0	0	0	1	7	2	13	2	13	5	33	1	7
BOOK PRINTING	9	0	0	0	0	0	0	1	11	1	11	1	11	2	22
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	0	0	0	0	1	6	1	6	2	11	3	17	5	28
UNANSWERED	3	0	0	0	0	0	0	1	33	1	33	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	0	0	0	0	1	3	4	12	4	12	2	6	10	30
MID-WEST	49	0	0	0	0	4	8	5	10	10	20	7	14	7	14
FAR-WEST	30	0	0	1	3	2	7	4	13	4	13	5	17	5	17
SOUTH-EAST	48	0	0	0	0	6	13	5	10	10	21	16	33	5	10
CANADIAN PROVINCES	8	0	0	0	0	0	0	1	13	1	13	2	25	2	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	116	0	0	1	1	9	8	14	12	24	21	22	19	19	16
UNION SHOP	34	0	0	0	0	4	12	2	6	4	12	8	24	6	18
COMBINATION SHOP	18	0	0	0	0	0	0	3	17	1	6	2	11	4	22
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	1	13	2	25	0	0	1	13	2	25	0	0
500,001 - 1,500,000	37	0	0	0	0	4	11	5	14	6	16	5	14	8	22
1,500,001 - 5,000,000	58	0	0	0	0	3	5	7	12	7	12	13	22	13	22
5,000,001 - 10,000,000	22	0	0	0	0	2	9	1	5	4	18	4	18	1	5
OVER 10,000,000	42	0	0	0	0	2	5	6	14	11	26	7	17	7	17
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	168	19	11	12	7	5	3	9	5
FORM OF BUSINESS									
COMMERCIAL PRINTING	71	8	11	3	4	1	1	4	6
MAGAZINE & PERIODICALS	17	1	6	0	0	0	0	2	12
ADVERTISING MATERIALS	16	2	13	2	13	1	6	0	0
CATALOGS & DIRECTORIES	8	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	7	1	14	2	29	1	14	0	0
FINANCIAL AND LEGAL	3	0	0	1	33	0	0	1	33
NEWSPAPERS	1	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	3	20	0	0	0	0	1	7
BOOK PRINTING	9	3	33	0	0	0	0	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	18	1	6	4	22	1	6	0	0
UNANSWERED	3	0	0	0	0	1	33	0	0
GEOGRAPHIC REGION									
NORTH-EAST	33	6	18	2	6	1	3	3	9
MID-WEST	49	8	16	4	8	2	4	2	4
FAR-WEST	30	2	7	3	10	1	3	3	10
SOUTH-EAST	48	3	6	2	4	0	0	1	2
CANADIAN PROVINCES	8	0	0	1	13	1	13	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	116	9	8	10	9	1	1	7	6
UNION SHOP	34	5	15	2	6	3	9	0	0
COMBINATION SHOP	18	5	28	0	0	1	6	2	11
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	8	1	13	1	13	0	0	0	0
500,001 - 1,500,000	37	1	3	2	5	2	5	4	11
1,500,001 - 5,000,000	58	6	10	5	9	0	0	4	7
5,000,001 - 10,000,000	22	3	14	4	18	2	9	1	5
OVER 10,000,000	42	8	19	0	0	1	2	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - PLANT SUPERINTENDENT

	NUMBER OF RESPONDENTS NO.	UP TO 2 YEARS NO.	UP TO 2 YEARS PCT.	2 TO 4 YEARS NO.	2 TO 4 YEARS PCT.	5 TO 8 YEARS NO.	5 TO 8 YEARS PCT.	9 TO 16 YEARS NO.	9 TO 16 YEARS PCT.	17 TO 32 YEARS NO.	17 TO 32 YEARS PCT.	OVER 32 YEARS NO.	OVER 32 YEARS PCT.	UNANSWERED NO.	UNANSWERED PCT.
TOTAL, ALL RESPONDENTS	168	53	32	33	20	37	22	21	13	7	4	1	1	16	10
FORM OF BUSINESS															
COMMERCIAL PRINTING	71	25	35	16	23	17	24	7	10	0	0	0	0	5	8
MAGAZINE & PERIODICALS	17	2	12	6	35	4	24	1	6	3	18	0	0	1	6
ADVERTISING MATERIALS	16	7	44	2	13	3	19	1	6	1	6	0	0	2	13
CATALOGS & DIRECTORIES	8	2	25	1	13	1	13	3	38	0	0	0	0	1	13
LABELS AND WRAPPERS	7	0	0	2	29	1	14	2	29	2	29	0	0	0	0
FINANCIAL AND LEGAL	3	0	0	1	33	1	33	0	0	0	0	0	0	1	33
NEWSPAPERS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
BUSINESSS FORMS	15	8	53	0	0	6	40	1	7	0	0	0	0	0	0
BOOK PRINTING	9	2	22	1	11	3	33	1	11	0	0	1	11	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	18	6	33	3	17	1	6	4	22	0	0	0	0	4	22
UNANSWERED	3	1	33	1	33	0	0	0	0	1	33	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	33	9	27	8	24	4	12	6	18	0	0	0	0	6	18
MID-WEST	49	12	24	6	12	18	37	8	16	2	4	1	2	2	4
FAR-WEST	30	15	50	4	13	4	13	3	10	0	0	0	0	4	13
SOUTH-EAST	48	16	33	13	27	8	17	3	6	4	8	0	0	4	8
CANADIAN PROVINCES	8	1	13	2	25	3	38	1	13	1	13	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	116	39	34	25	22	20	17	15	13	4	3	1	1	12	10
UNION SHOP	34	8	24	6	18	14	41	2	6	2	6	0	0	2	6
COMBINATION SHOP	18	6	33	2	11	3	17	4	22	1	6	0	0	2	11
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	5	63	2	25	0	0	1	13	0	0	0	0	0	0
500,001 - 1,500,000	37	10	27	7	19	8	22	5	14	1	3	0	0	6	16
1,500,001 - 5,000,000	58	18	31	13	22	11	19	8	14	2	3	0	0	6	10
5,000,001 - 10,000,000	22	5	23	5	23	4	18	3	14	1	5	0	0	4	18
OVER 10,000,000	42	15	36	5	12	14	33	4	10	3	7	1	2	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0

Night Superintendent

PROFILE OF ANNUAL SALARY - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	0	0	0	0	0	0	0	0	0	0	4	5	6	8
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	0	0	0	0	0	0	0	0	0	0	2	11
MAGAZINE & PERIODICALS	13	0	0	0	0	0	0	0	0	0	0	2	15	2	15
ADVERTISING MATERIALS	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	0	0	0	0	0	0	0	0	0	0	1	8
BOOK PRINTING	10	0	0	0	0	0	0	0	0	0	0	0	0	1	10
GREETING CARDS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0	0	0	2	50	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	14	0	0	0	0	0	0	0	0	0	0	1	7	1	7
MID-WEST	26	0	0	0	0	0	0	0	0	0	0	0	0	3	12
FAR-WEST	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	20	0	0	0	0	0	0	0	0	0	0	3	15	2	10
CANADIAN PROVINCES	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	37	0	0	0	0	0	0	0	0	0	0	3	8	5	14
UNION SHOP	23	0	0	0	0	0	0	0	0	0	0	0	0	1	4
COMBINATION SHOP	11	0	0	0	0	0	0	0	0	0	0	1	9	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	0	0	0	0	0	0	2	50
1,500,001 - 5,000,000	16	0	0	0	0	0	0	0	0	0	0	1	6	2	13
5,000,001 - 10,000,000	18	0	0	0	0	0	0	0	0	0	0	1	6	1	6
OVER 10,000,000	35	0	0	0	0	0	0	0	0	0	0	2	6	1	3
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	19	26	23	32	14	19	4	5	3	4	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	6	32	6	32	4	21	0	0	1	5	0	0	0	0
MAGAZINE & PERIODICALS	13	3	23	3	23	1	8	2	15	0	0	0	0	0	0
ADVERTISING MATERIALS	5	0	0	3	60	0	0	2	40	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	1	33	2	67	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	1	50	0	0	0	0	1	50	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	6	50	3	25	2	17	0	0	0	0	0	0	0	0
BOOK PRINTING	10	2	20	4	40	3	30	0	0	0	0	0	0	0	0
GREETING CARDS	2	1	50	0	0	1	50	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	1	25	1	25	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	14	3	21	6	43	2	14	0	0	1	7	0	0	0	0
MID-WEST	26	7	27	8	31	6	23	2	8	0	0	0	0	0	0
FAR-WEST	9	5	56	1	11	1	11	1	11	1	11	0	0	0	0
SOUTH-EAST	20	3	15	6	30	5	25	1	5	0	0	0	0	0	0
CANADIAN PROVINCES	4	1	25	2	50	0	0	0	0	1	25	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	37	11	30	10	27	7	19	0	0	1	3	0	0	0	0
UNION SHOP	23	5	22	10	43	4	17	2	9	1	4	0	0	0	0
COMBINATION SHOP	11	2	18	3	27	2	18	2	18	1	9	0	0	0	0
UNANSWERED	2	1	50	0	0	1	50	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	2	50	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	6	38	4	25	2	13	1	6	0	0	0	0	0	0
5,000,001 - 10,000,000	18	7	39	4	22	3	17	0	0	2	11	0	0	0	0
OVER 10,000,000	35	4	11	15	43	9	26	3	9	1	3	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	48	66	6	8	7	10	3	4	5	7	2	3	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	12	63	3	16	2	11	1	5	1	5	0	0	0	0
MAGAZINE & PERIODICALS	13	8	62	2	15	2	15	0	0	1	8	0	0	0	0
ADVERTISING MATERIALS	5	4	80	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	6	50	0	0	3	25	1	8	1	8	1	8	0	0
BOOK PRINTING	10	6	60	1	10	0	0	1	10	1	10	1	10	0	0
GREETING CARDS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	3	75	0	0	0	0	0	0	1	25	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION															
NORTH-EAST	14	11	79	1	7	1	7	0	0	0	0	1	7	0	0
MID-WEST	26	18	69	3	12	2	8	0	0	1	4	1	4	0	0
FAR-WEST	9	6	67	0	0	0	0	2	22	1	11	0	0	0	0
SOUTH-EAST	20	11	55	2	10	3	15	1	5	3	15	0	0	0	0
CANADIAN PROVINCES	4	2	50	0	0	1	25	0	0	0	0	0	0	1	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	37	19	51	5	14	4	11	2	5	4	11	2	5	0	0
UNION SHOP	23	18	78	1	4	3	13	0	0	0	0	0	0	1	4
COMBINATION SHOP	11	9	82	0	0	0	0	1	9	1	9	0	0	0	0
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	2	50	2	50	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	10	63	2	13	2	13	1	6	0	0	1	6	0	0
5,000,001 - 10,000,000	18	11	61	1	6	1	6	1	6	3	17	0	0	1	6
OVER 10,000,000	35	27	77	1	3	2	6	1	3	2	6	1	3	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	1	1	0	0	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	19	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	13	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	5	1	20	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	0	0	0	0	0	0
BOOK PRINTING	10	0	0	0	0	0	0	0	0
GREETING CARDS	2	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	14	0	0	0	0	0	0	0	0
MID-WEST	26	1	4	0	0	0	0	0	0
FAR-WEST	9	0	0	0	0	0	0	0	0
SOUTH-EAST	20	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	4	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	37	1	3	0	0	0	0	0	0
UNION SHOP	23	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	18	0	0	0	0	0	0	0	0
OVER 10,000,000	35	1	3	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	0	0	0	0	0	0	0	0	0	0	4	5	5	7
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	0	0	0	0	0	0	0	0	0	0	2	11
MAGAZINE & PERIODICALS	13	0	0	0	0	0	0	0	0	0	0	2	15	2	15
ADVERTISING MATERIALS	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	10	0	0	0	0	0	0	0	0	0	0	0	0	1	10
GREETING CARDS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0	0	0	2	50	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	14	0	0	0	0	0	0	0	0	0	0	1	7	0	0
MID-WEST	26	0	0	0	0	0	0	0	0	0	0	0	0	3	12
FAR-WEST	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	20	0	0	0	0	0	0	0	0	0	0	3	15	2	10
CANADIAN PROVINCES	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	37	0	0	0	0	0	0	0	0	0	0	3	8	4	11
UNION SHOP	23	0	0	0	0	0	0	0	0	0	0	0	0	1	4
COMBINATION SHOP	11	0	0	0	0	0	0	0	0	0	0	1	9	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	0	0	0	0	0	0	2	50
1,500,001 - 5,000,000	16	0	0	0	0	0	0	0	0	0	0	1	6	1	6
5,000,001 - 10,000,000	18	0	0	0	0	0	0	0	0	0	0	1	6	1	6
OVER 10,000,000	35	0	0	0	0	0	0	0	0	0	0	2	6	1	3
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT
TOTAL, ALL RESPONDENTS	73	18	25	24	33	15	21	4	5	2	3	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	6	32	6	32	4	21	0	0	1	5	0	0	0	0
MAGAZINE & PERIODICALS	13	3	23	3	23	1	8	2	15	0	0	0	0	0	0
ADVERTISING MATERIALS	5	0	0	2	40	1	20	2	40	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	1	33	2	67	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	1	50	0	0	0	0	1	50	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	7	58	3	25	2	17	0	0	0	0	0	0	0	0
BOOK PRINTING	10	1	10	5	50	3	30	0	0	0	0	0	0	0	0
GREETING CARDS	2	1	50	0	0	1	50	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	2	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
GEOGRAPHIC REGION															
NORTH-EAST	14	4	29	6	43	2	14	0	0	1	7	0	0	0	0
MID-WEST	26	6	23	8	31	7	27	2	8	0	0	0	0	0	0
FAR-WEST	9	4	44	2	22	1	11	1	11	1	11	0	0	0	0
SOUTH-EAST	20	3	15	6	30	5	25	1	5	0	0	0	0	0	0
CANADIAN PROVINCES	4	1	25	2	50	0	0	0	0	0	0	1	25	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	37	10	27	11	30	8	22	0	0	1	3	0	0	0	0
UNION SHOP	23	5	22	10	43	4	17	2	9	0	0	1	4	0	0
COMBINATION SHOP	11	2	18	3	27	2	18	2	18	1	9	0	0	0	0
UNANSWERED	2	1	50	0	0	1	50	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	2	50	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	7	44	4	25	2	13	1	6	0	0	0	0	0	0
5,000,001 - 10,000,000	18	6	33	5	28	3	17	0	0	1	6	1	6	0	0
OVER 10,000,000	35	3	9	15	43	10	29	3	9	1	3	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	0	0	6	8	29	40	13	18	5	7	6	8	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	0	0	11	58	4	21	0	0	1	5	0	0
MAGAZINE & PERIODICALS	13	0	0	0	0	5	38	3	23	0	0	1	8	1	8
ADVERTISING MATERIALS	5	0	0	2	40	1	20	1	20	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	1	33	2	67	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	1	50	1	50	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	1	8	4	33	1	8	1	8	2	17	0	0
BOOK PRINTING	10	0	0	0	0	3	30	1	10	2	20	1	10	0	0
GREETING CARDS	2	0	0	0	0	1	50	0	0	1	50	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	1	25	2	50	1	25	0	0	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	14	0	0	0	0	4	29	4	29	0	0	2	14	0	0
MID-WEST	26	0	0	2	8	9	35	4	15	3	12	1	4	0	0
FAR-WEST	9	0	0	1	11	4	44	1	11	1	11	1	11	0	0
SOUTH-EAST	20	0	0	2	10	11	55	4	20	0	0	1	5	1	5
CANADIAN PROVINCES	4	0	0	1	25	1	25	0	0	1	25	1	25	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	37	0	0	3	8	15	41	7	19	3	8	3	8	0	0
UNION SHOP	23	0	0	2	9	6	26	4	17	1	4	2	9	1	4
COMBINATION SHOP	11	0	0	1	9	7	64	2	18	0	0	1	9	0	0
UNANSWERED	2	0	0	0	0	1	50	0	0	1	50	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	4	100	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	0	0	2	13	5	31	3	19	1	6	3	19	0	0
5,000,001 - 10,000,000	18	0	0	1	6	6	33	3	17	2	11	3	17	0	0
OVER 10,000,000	35	0	0	3	9	14	40	7	20	2	6	0	0	1	3
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	3	4	1	1	9	12
FORM OF BUSINESS							
COMMERCIAL PRINTING	19	1	5	0	0	2	11
MAGAZINE & PERIODICALS	13	0	0	0	0	3	23
ADVERTISING MATERIALS	5	0	0	0	0	1	20
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	1	8	2	17
BOOK PRINTING	10	2	20	0	0	1	10
GREETING CARDS	2	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	14	0	0	0	0	4	29
MID-WEST	26	2	8	1	4	4	15
FAR-WEST	9	0	0	0	0	1	11
SOUTH-EAST	20	1	5	0	0	0	0
CANADIAN PROVINCES	4	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	37	3	8	0	0	3	8
UNION SHOP	23	0	0	1	4	6	26
COMBINATION SHOP	11	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0
1,500,001 - 5,000,000	16	0	0	0	0	2	13
5,000,001 - 10,000,000	18	0	0	0	0	3	17
OVER 10,000,000	35	3	9	1	3	4	11
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	0	0	6	8	10	14	10	14	11	15	18	25	12	16
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	1	5	4	21	2	11	2	11	4	21	4	21
MAGAZINE & PERIODICALS	13	0	0	3	23	2	15	1	8	4	31	2	15	1	8
ADVERTISING MATERIALS	5	0	0	0	0	0	0	0	0	2	40	1	20	2	40
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0	0	0	0	0	1	33
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	1	50	1	50
FINANCIAL AND LEGAL	2	0	0	1	50	0	0	1	50	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	1	8	3	25	3	25	1	8	2	17	1	8
BOOK PRINTING	10	0	0	0	0	1	10	2	20	0	0	6	60	0	0
GREETING CARDS	2	0	0	0	0	0	0	1	50	0	0	0	0	1	50
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0	2	50	2	50	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION															
NORTH-EAST	14	0	0	2	14	1	7	3	21	3	21	3	21	1	7
MID-WEST	26	0	0	1	4	3	12	3	12	1	4	8	31	8	31
FAR-WEST	9	0	0	1	11	2	22	2	22	2	22	1	11	0	0
SOUTH-EAST	20	0	0	1	5	4	20	1	5	4	20	6	30	2	10
CANADIAN PROVINCES	4	0	0	1	25	0	0	1	25	1	25	0	0	1	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	37	0	0	3	8	9	24	4	11	6	16	11	30	1	3
UNION SHOP	23	0	0	2	9	0	0	4	17	3	13	6	26	6	26
COMBINATION SHOP	11	0	0	1	9	1	9	1	9	2	18	1	9	4	36
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	1	50
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	4	100	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	0	0	4	25	5	31	3	19	3	19	0	0	0	0
5,000,001 - 10,000,000	18	0	0	2	11	0	0	4	22	5	28	3	17	2	11
OVER 10,000,000	35	0	0	0	0	1	3	3	9	3	9	15	43	10	29
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	3	4	0	0	0	0	3	4
FORM OF BUSINESS									
COMMERCIAL PRINTING	19	0	0	0	0	0	0	2	11
MAGAZINE & PERIODICALS	13	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	5	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	2	67	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	1	8	0	0	0	0	0	0
BOOK PRINTING	10	0	0	0	0	0	0	1	10
GREETING CARDS	2	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	14	1	7	0	0	0	0	0	0
MID-WEST	26	0	0	0	0	0	0	2	8
FAR-WEST	9	0	0	0	0	0	0	1	11
SOUTH-EAST	20	2	10	0	0	0	0	0	0
CANADIAN PROVINCES	4	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	37	2	5	0	0	0	0	1	3
UNION SHOP	23	0	0	0	0	0	0	2	9
COMBINATION SHOP	11	1	9	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	0	0	0	0	0	0	1	6
5,000,001 - 10,000,000	18	0	0	0	0	0	0	2	11
OVER 10,000,000	35	3	9	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	0	0	2	3	7	10	10	14	8	11	17	23	10	14
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	1	5	2	11	4	21	1	5	2	11	1	5
MAGAZINE & PERIODICALS	13	0	0	1	8	2	15	3	23	1	8	6	46	0	0
ADVERTISING MATERIALS	5	0	0	0	0	0	0	0	0	0	0	1	20	2	40
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0	1	33	2	67	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	0	0	1	8	0	0	2	17	2	17	4	33
BOOK PRINTING	10	0	0	0	0	2	20	2	20	0	0	1	10	2	20
GREETING CARDS	2	0	0	0	0	0	0	0	0	0	0	2	100	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	1	25	2	50	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION															
NORTH-EAST	14	0	0	0	0	1	7	1	7	0	0	1	7	4	29
MID-WEST	26	0	0	0	0	6	23	2	8	1	4	8	31	3	12
FAR-WEST	9	0	0	0	0	0	0	2	22	3	33	1	11	0	0
SOUTH-EAST	20	0	0	2	10	0	0	5	25	3	15	7	35	1	5
CANADIAN PROVINCES	4	0	0	0	0	0	0	0	0	1	25	0	0	2	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	37	0	0	0	0	7	19	5	14	5	14	8	22	4	11
UNION SHOP	23	0	0	1	4	0	0	3	13	3	13	6	26	2	9
COMBINATION SHOP	11	0	0	1	9	0	0	2	18	0	0	1	9	4	36
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	2	100	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	2	50	0	0	0	0	1	25	1	25
1,500,001 - 5,000,000	16	0	0	1	6	0	0	4	25	3	19	4	25	1	6
5,000,001 - 10,000,000	18	0	0	1	6	4	22	3	17	1	6	1	6	2	11
OVER 10,000,000	35	0	0	0	0	1	3	3	9	4	11	11	31	6	17
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	9	12	6	8	3	4	1	1
FORM OF BUSINESS									
COMMERCIAL PRINTING	19	4	21	3	16	1	5	0	0
MAGAZINE & PERIODICALS	13	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	5	2	40	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	1	50	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	1	8	1	8	1	8	0	0
BOOK PRINTING	10	1	10	1	10	1	10	0	0
GREETING CARDS	2	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	4	1	25	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	14	3	21	3	21	0	0	1	7
MID-WEST	26	2	8	2	8	2	8	0	0
FAR-WEST	9	3	33	0	0	0	0	0	0
SOUTH-EAST	20	1	5	0	0	1	5	0	0
CANADIAN PROVINCES	4	0	0	1	25	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	37	5	14	2	5	1	3	0	0
UNION SHOP	23	3	13	3	13	2	9	0	0
COMBINATION SHOP	11	1	9	1	9	0	0	1	9
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	1	6	2	13	0	0	0	0
5,000,001 - 10,000,000	18	3	17	2	11	0	0	1	6
OVER 10,000,000	35	5	14	2	6	3	9	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - NIGHT SUPERINTENDENT

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	73	28	38	17	23	14	19	8	11	1	1	1	1	4	5
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	9	47	2	11	3	16	3	16	0	0	0	0	2	11
MAGAZINE & PERIODICALS	13	5	38	4	31	2	15	2	15	0	0	0	0	0	0
ADVERTISING MATERIALS	5	5	100	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	1	33	2	67	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	2	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	1	8	6	50	4	33	0	0	1	8	0	0	0	0
BOOK PRINTING	10	3	30	1	10	3	30	2	20	0	0	1	10	0	0
GREETING CARDS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	2	50	1	25	0	0	0	0	0	0	0	0	1	25
UNANSWERED	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	14	3	21	5	36	3	21	2	14	0	0	0	0	1	7
MID-WEST	26	12	46	6	23	4	15	2	8	0	0	1	4	1	4
FAR-WEST	9	3	33	2	22	3	33	0	0	0	0	0	0	1	11
SOUTH-EAST	20	9	45	4	20	4	20	2	10	0	0	0	0	1	5
CANADIAN PROVINCES	4	1	25	0	0	0	0	2	50	1	25	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	37	14	38	8	22	8	22	3	8	0	0	1	3	3	8
UNION SHOP	23	7	30	6	26	5	22	4	17	1	4	0	0	0	0
COMBINATION SHOP	11	5	45	3	27	1	9	1	9	0	0	0	0	1	9
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	2	50	2	50	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	8	50	4	25	2	13	2	13	0	0	0	0	0	0
5,000,001 - 10,000,000	18	6	33	4	22	2	11	3	17	1	6	0	0	2	11
OVER 10,000,000	35	12	34	7	20	10	2[illegible]	3	9	0	0	1	3	2	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Assistant Superintendent

PROFILE OF ANNUAL SALARY - ASST. SUPERINTENDENT

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	0	0	0	0	1	3	1	3	3	8	0	0	5	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	13	0	0	0	0	1	8	0	0	1	8	0	0	2	15
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	1	14	0	0	0	0	0	0
ADVERTISING MATERIALS	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	0	0	0	0	0	0	0	0	0	0	1	20
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	6	0	0	0	0	0	0	0	0	0	0	0	0	2	33
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	0	0	0	0	1	11	0	0	1	11	0	0	2	22
MID-WEST	11	0	0	0	0	0	0	0	0	1	9	0	0	0	0
FAR-WEST	4	0	0	0	0	0	0	0	0	1	25	0	0	1	25
SOUTH-EAST	13	0	0	0	0	0	0	1	8	0	0	0	0	2	15
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	0	0	0	0	1	6	0	0	0	0	0	0	3	18
UNION SHOP	12	0	0	0	0	0	0	0	0	2	17	0	0	2	17
COMBINATION SHOP	9	0	0	0	0	0	0	1	11	1	11	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	2	100
1,500,001 - 5,000,000	18	0	0	0	0	0	0	1	6	3	17	0	0	3	17
5,000,001 - 10,000,000	4	0	0	0	0	1	25	0	0	0	0	0	0	0	0
OVER 10,000,000	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - ASST. SUPERINTENDENT

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	9	24	10	26	5	13	4	11	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	13	2	15	2	15	2	15	3	23	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	1	14	4	57	1	14	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	2	40	2	40	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	1	33	1	33	1	33	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	6	3	50	0	0	1	17	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	2	22	2	22	1	11	0	0	0	0	0	0	0	0
MID-WEST	11	4	36	0	0	2	18	4	36	0	0	0	0	0	0
FAR-WEST	4	1	25	1	25	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	13	2	15	6	46	2	15	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	6	35	5	29	2	12	0	0	0	0	0	0	0	0
UNION SHOP	12	2	17	3	25	3	25	0	0	0	0	0	0	0	0
COMBINATION SHOP	9	1	11	2	22	0	0	4	44	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	18	6	33	4	22	1	6	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	4	0	0	1	25	2	50	0	0	0	0	0	0	0	0
OVER 10,000,000	13	3	23	4	31	2	15	4	31	0	0	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ASST SUPERINTENDENT

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	31	82	3	8	2	5	1	3	0	0	0	0	1	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	13	9	69	3	23	1	8	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	6	86	0	0	1	14	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	3	60	0	0	0	0	1	20	0	0	0	0	1	20
BOOK PRINTING	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	6	6	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	7	78	1	11	0	0	1	11	0	0	0	0	0	0
MID-WEST	11	9	82	1	9	1	9	0	0	0	0	0	0	0	0
FAR-WEST	4	4	100	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	13	10	77	1	8	1	8	0	0	0	0	0	0	1	8
CANADIAN PROVINCES	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	12	71	2	12	1	6	1	6	0	0	0	0	1	6
UNION SHOP	12	10	83	1	8	1	8	0	0	0	0	0	0	0	0
COMBINATION SHOP	9	9	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	18	14	78	2	11	1	6	1	6	0	0	0	0	0	0
5,000,001 - 10,000,000	4	3	75	1	25	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	13	11	85	0	0	1	8	0	0	0	0	0	0	1	3
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ASST SUPERINTENDENT

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	0	0	0	0	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	13	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	2	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	6	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	9	0	0	0	0	0	0	0	0
MID-WEST	11	0	0	0	0	0	0	0	0
FAR-WEST	4	0	0	0	0	0	0	0	0
SOUTH-EAST	13	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	17	0	0	0	0	0	0	0	0
UNION SHOP	12	0	0	0	0	0	0	0	0
COMBINATION SHOP	9	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	18	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	4	0	0	0	0	0	0	0	0
OVER 10,000,000	13	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ASST. SUPERINTENDENT

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	0	0	0	0	1	3	1	3	3	8	0	0	5	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	13	0	0	0	0	1	8	0	0	1	8	0	0	2	15
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	1	14	0	0	0	0	0	0
ADVERTISING MATERIALS	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	0	0	0	0	0	0	0	0	0	0	1	20
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	6	0	0	0	0	0	0	0	0	0	0	0	0	2	33
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	0	0	0	0	1	11	0	0	1	11	0	0	2	22
MID-WEST	11	0	0	0	0	0	0	0	0	1	9	0	0	0	0
FAR-WEST	4	0	0	0	0	0	0	0	0	1	25	0	0	1	25
SOUTH-EAST	13	0	0	0	0	0	0	1	8	0	0	0	0	2	15
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	0	0	0	0	1	6	0	0	0	0	0	0	3	18
UNION SHOP	12	0	0	0	0	0	0	0	0	2	17	0	0	2	17
COMBINATION SHOP	9	0	0	0	0	0	0	1	11	1	11	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	2	100
1,500,001 - 5,000,000	18	0	0	0	0	0	0	1	6	3	17	0	0	3	17
5,000,001 - 10,000,000	4	0	0	0	0	1	25	0	0	0	0	0	0	0	0
OVER 10,000,000	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ASST. SUPERINTENDENT

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	9	24	9	24	6	16	4	11	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	13	2	15	2	15	2	15	3	23	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	1	14	4	57	1	14	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	.	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	2	40	1	20	1	20	0	0	0	0	0	0	0	0
BOOK PRINTING	3	1	33	1	33	1	33	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	6	3	50	0	0	1	17	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	2	22	2	22	1	11	0	0	0	0	0	0	0	0
MID-WEST	11	4	36	0	0	2	18	4	36	0	0	0	0	0	0
FAR-WEST	4	1	25	1	25	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	13	2	15	5	38	3	23	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	6	35	4	24	3	18	0	0	0	0	0	0	0	0
UNION SHOP	12	2	17	3	25	3	25	0	0	0	0	0	0	0	0
COMBINATION SHOP	9	1	11	2	22	0	0	4	44	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	18	6	33	4	22	1	6	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	4	0	0	1	25	2	50	0	0	0	0	0	0	0	0
OVER 10,000,000	13	3	23	3	23	3	23	4	31	0	0	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ASST. SUPERINTENDENT

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	0	0	10	26	10	26	5	13	2	5	3	8	3	8
FORM OF BUSINESS															
COMMERCIAL PRINTING	13	0	0	4	31	3	23	2	15	1	8	0	0	0	0
MAGAZINE & PERIODICALS	7	0	0	0	0	1	14	1	14	1	14	1	14	3	43
ADVERTISING MATERIALS	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	1	20	1	20	1	20	0	0	0	0	0	0
BOOK PRINTING	3	0	0	1	33	1	33	1	33	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	6	0	0	2	33	3	50	0	0	0	0	1	17	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	0	0	1	11	3	33	1	11	0	0	1	11	0	0
MID-WEST	11	0	0	7	64	3	27	0	0	0	0	0	0	0	0
FAR-WEST	4	0	0	0	0	1	25	1	25	1	25	0	0	0	0
SOUTH-EAST	13	0	0	2	15	2	15	3	23	1	8	2	15	3	23
CANADIAN PROVINCES	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	0	0	5	29	3	18	1	6	1	6	2	12	1	6
UNION SHOP	12	0	0	3	25	2	17	2	17	1	8	1	8	2	17
COMBINATION SHOP	9	0	0	2	22	5	56	2	22	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	1	50	0	0	0	0	1	50	0	0
1,500,001 - 5,000,000	18	0	0	6	33	3	17	2	11	1	6	1	6	1	6
5,000,001 - 10,000,000	4	0	0	1	25	1	25	0	0	1	25	0	0	0	0
OVER 10,000,000	13	0	0	3	23	5	38	3	23	0	0	0	0	2	15
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ASST. SUPERINTENDENT

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	0	0	0	0	5	13
FORM OF BUSINESS							
COMMERCIAL PRINTING	13	0	0	0	0	3	23
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0
ADVERTISING MATERIALS	2	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	0	0	2	40
BOOK PRINTING	3	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	6	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	9	0	0	0	0	3	33
MID-WEST	11	0	0	0	0	1	9
FAR-WEST	4	0	0	0	0	1	25
SOUTH-EAST	13	0	0	0	0	0	0
CANADIAN PROVINCES	1	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	17	0	0	0	0	4	24
UNION SHOP	12	0	0	0	0	1	8
COMBINATION SHOP	9	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0
1,500,001 - 5,000,000	18	0	0	0	0	4	22
5,000,001 - 10,000,000	4	0	0	0	0	1	25
OVER 10,000,000	13	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ASST. SUPERINTENDENT

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	0	0	2	5	6	16	3	8	12	32	4	11	5	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	13	0	0	1	8	2	15	1	8	1	8	2	15	3	23
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	1	14	5	71	0	0	0	0
ADVERTISING MATERIALS	2	0	0	1	50	0	0	0	0	0	0	0	0	1	50
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	0	0	0	0	1	20	2	40	1	20	0	0
BOOK PRINTING	3	0	0	0	0	1	33	0	0	1	33	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	6	0	0	0	0	2	33	0	0	2	33	1	17	1	17
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	0	0	1	11	3	33	1	11	1	11	0	0	0	0
MID-WEST	11	0	0	1	9	2	18	0	0	2	18	2	18	3	27
FAR-WEST	4	0	0	0	0	0	0	1	25	2	50	0	0	1	25
SOUTH-EAST	13	0	0	0	0	1	8	1	8	7	54	1	8	1	8
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	0	0	0	0	4	24	2	12	6	35	0	0	1	6
UNION SHOP	12	0	0	1	8	1	8	1	8	5	42	3	25	1	8
COMBINATION SHOP	9	0	0	1	11	1	11	0	0	1	11	1	11	3	33
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	1	50	0	0	1	50	0	0	0	0
1,500,001 - 5,000,000	18	0	0	2	11	3	17	3	17	7	39	1	6	0	0
5,000,001 - 10,000,000	4	0	0	0	0	1	25	0	0	1	25	0	0	1	25
OVER 10,000,000	13	0	0	0	0	1	8	0	0	2	15	3	23	4	31
UNANSWERED	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ASST. SUPERINTENDENT

	NUMBER OF RESPONDENTS NO.	121 TO 240 NO.	PCT.	241 TO 320 NO.	PCT.	OVER 320 NO.	PCT.	UNANSWERED NO.	PCT.
TOTAL, ALL RESPONDENTS	38	2	5	0	0	1	3	3	8
FORM OF BUSINESS									
COMMERCIAL PRINTING	13	0	0	0	0	0	0	3	23
MAGAZINE & PERIODICALS	7	0	0	0	0	1	14	0	0
ADVERTISING MATERIALS	2	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	1	20	0	0	0	0	0	0
BOOK PRINTING	3	1	33	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	6	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	9	1	11	0	0	0	0	2	22
MID-WEST	11	0	0	0	0	0	0	1	9
FAR-WEST	4	0	0	0	0	0	0	0	0
SOUTH-EAST	13	1	8	0	0	1	8	0	0
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	17	1	6	0	0	0	0	3	18
UNION SHOP	12	0	0	0	0	0	0	0	0
COMBINATION SHOP	9	1	11	0	0	1	11	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	18	0	0	0	0	0	0	2	11
5,000,001 - 10,000,000	4	0	0	0	0	0	0	1	25
OVER 10,000,000	13	2	15	0	0	1	8	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - ASST. SUPERINTENDENT

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	0	0	3	8	5	13	7	18	4	11	5	13	5	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	13	0	0	1	8	3	23	2	15	2	15	3	23	1	8
MAGAZINE & PERIODICALS	7	0	0	1	14	1	14	2	29	0	0	0	0	0	0
ADVERTISING MATERIALS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	0	0	0	0	1	20	1	20	1	20	1	20
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	1	33
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	6	0	0	0	0	1	17	2	33	1	17	1	17	1	17
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	0	0	0	0	1	11	3	33	2	22	0	0	1	11
MID-WEST	11	0	0	2	18	1	9	0	0	2	18	3	27	1	9
FAR-WEST	4	0	0	0	0	1	25	1	25	0	0	0	0	2	50
SOUTH-EAST	13	0	0	1	8	2	15	2	15	0	0	2	15	1	8
CANADIAN PROVINCES	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	0	0	1	6	4	24	5	29	1	6	2	12	1	6
UNION SHOP	12	0	0	1	8	1	8	2	17	1	8	2	17	3	25
COMBINATION SHOP	9	0	0	1	11	0	0	0	0	2	22	1	11	1	11
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	1	50	1	50	0	0	0	0
1,500,001 - 5,000,000	18	0	0	3	17	4	22	4	22	1	6	3	17	1	6
5,000,001 - 10,000,000	4	0	0	0	0	0	0	2	50	0	0	0	0	1	25
OVER 10,000,000	13	0	0	0	0	1	8	0	0	2	15	2	15	2	15
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100

PROFILE BY PRESENT AGE OF EMPLOYEE - ASST. SUPERINTENDENT

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	6	16	2	5	1	3	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	13	1	8	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	1	14	1	14	1	14	0	0
ADVERTISING MATERIALS	2	1	50	1	50	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	1	20	0	0	0	0	0	0
BOOK PRINTING	3	2	67	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	6	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	9	1	11	1	11	0	0	0	0
MID-WEST	11	2	18	0	0	0	0	0	0
FAR-WEST	4	0	0	0	0	0	0	0	0
SOUTH-EAST	13	3	23	1	8	1	8	0	0
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	17	3	18	0	0	0	0	0	0
UNION SHOP	12	1	8	1	8	0	0	0	0
COMBINATION SHOP	9	2	22	1	11	1	11	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	18	1	6	1	6	0	0	0	0
5,000,001 - 10,000,000	4	1	25	0	0	0	0	0	0
OVER 10,000,000	13	4	31	1	8	1	8	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - ASST. SUPERINTENDENT

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	38	20	53	9	24	3	8	2	5	1	3	0	0	3	8
FORM OF BUSINESS															
COMMERCIAL PRINTING	13	9	69	2	15	1	8	0	0	0	0	0	0	1	8
MAGAZINE & PERIODICALS	7	2	29	3	43	0	0	1	14	0	0	0	0	1	14
ADVERTISING MATERIALS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	2	40	1	20	0	0	1	20	1	20	0	0	0	0
BOOK PRINTING	3	2	67	1	33	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	6	2	33	2	33	1	17	0	0	0	0	0	0	1	17
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	4	44	2	22	1	11	0	0	0	0	0	0	2	22
MID-WEST	11	9	82	2	18	0	0	0	0	0	0	0	0	0	0
FAR-WEST	4	1	25	2	50	1	25	0	0	0	0	0	0	0	0
SOUTH-EAST	13	5	38	3	23	1	8	2	15	1	8	0	0	1	8
CANADIAN PROVINCES	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	9	53	3	18	2	12	1	6	1	6	0	0	1	6
UNION SHOP	12	6	50	3	25	1	8	1	8	0	0	0	0	1	8
COMBINATION SHOP	9	5	56	3	33	0	0	0	0	0	0	0	0	1	11
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	1	50	0	0	0	0	0	0	1	50
1,500,001 - 5,000,000	18	11	61	4	22	0	0	0	0	1	6	0	0	2	11
5,000,001 - 10,000,000	4	2	50	1	25	1	25	0	0	0	0	0	0	0	0
OVER 10,000,000	13	7	54	4	31	0	0	2	15	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0

General Foreman

PROFILE OF ANNUAL SALARY - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	1	1	0	0	1	1	2	2	2	2	7	6	21	18
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	1	2	0	0	1	2	2	4	2	4	5	10	10	20
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0	0	0	0	0	0	0	3	75
ADVERTISING MATERIALS	20	0	0	0	0	0	0	0	0	0	0	1	5	1	5
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0	0	0	0	0	1	25
LABELS AND WRAPPERS	5	0	0	0	0	0	0	0	0	0	0	0	0	1	20
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	0	0	0	0	0	0	0	0	0	0	0	0	1	6
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
OTHER	8	0	0	0	0	0	0	0	0	0	0	1	13	2	25
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	0	0	0	0	1	4	0	0	1	4	3	13	3	13
MID-WEST	34	1	3	0	0	0	0	0	0	0	0	1	3	5	15
FAR-WEST	24	0	0	0	0	0	0	0	0	0	0	1	4	6	25
SOUTH-EAST	28	0	0	0	0	0	0	2	7	1	4	2	7	7	25
CANADIAN PROVINCES	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	82	1	1	0	0	1	1	2	2	2	2	6	7	19	23
UNION SHOP	21	0	0	0	0	0	0	0	0	0	0	1	5	2	10
COMBINATION SHOP	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	24	1	4	0	0	0	0	2	8	0	0	6	25	7	29
500,001 - 1,500,000	32	0	0	0	0	0	0	0	0	2	6	0	0	5	16
1,500,001 - 5,000,000	24	0	0	0	0	0	0	0	0	0	0	0	0	7	29
5,000,001 - 10,000,000	17	0	0	0	0	1	6	0	0	0	0	1	6	1	6
OVER 10,000,000	18	0	0	0	0	0	0	0	0	0	0	0	0	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	36	31	26	23	10	9	7	6	1	1	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	15	29	10	20	4	8	0	0	1	2	0	0	0	0
MAGAZINE & PERIODICALS	4	0	0	1	25	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	20	7	35	1	5	4	20	6	30	0	0	0	0	0	0
CATALOGS & DIRECTORIES	4	1	25	2	50	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	5	4	80	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	7	41	8	47	1	6	0	0	0	0	0	0	0	0
BOOK PRINTING	3	1	33	1	33	1	33	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	1	13	3	38	0	0	1	13	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	8	33	5	21	2	8	1	4	0	0	0	0	0	0
MID-WEST	34	7	21	11	32	6	18	2	6	0	0	1	3	0	0
FAR-WEST	24	9	38	3	13	1	4	3	13	1	4	0	0	0	0
SOUTH-EAST	28	10	36	5	18	1	4	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	5	2	40	2	40	0	0	1	20	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	82	30	37	14	17	3	4	4	5	0	0	0	0	0	0
UNION SHOP	21	3	14	6	29	4	19	3	14	1	5	1	5	0	0
COMBINATION SHOP	12	3	25	6	50	3	25	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	24	6	25	2	8	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	32	10	31	10	31	1	3	3	9	1	3	0	0	0	0
1,500,001 - 5,000,000	24	7	29	5	21	4	17	1	4	0	0	0	0	0	0
5,000,001 - 10,000,000	17	7	41	4	24	2	12	1	6	0	0	0	0	0	0
OVER 10,000,000	18	6	33	5	28	3	17	2	11	0	0	1	6	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	52	45	21	18	12	10	3	3	9	8	7	6	3	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	21	41	12	24	5	10	2	4	4	8	3	6	0	0
MAGAZINE & PERIODICALS	4	1	25	2	50	1	25	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	20	12	60	1	5	2	10	0	0	2	10	1	5	1	5
CATALOGS & DIRECTORIES	4	1	25	2	50	0	0	0	0	1	25	0	0	0	0
LABELS AND WRAPPERS	5	2	40	0	0	2	40	0	0	1	20	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	9	53	0	0	1	6	0	0	1	6	2	12	2	12
BOOK PRINTING	3	2	67	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
OTHER	8	3	38	3	38	1	13	0	0	0	0	1	13	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	12	50	2	8	5	21	1	4	2	8	1	4	0	0
MID-WEST	34	18	53	5	15	4	12	1	3	0	0	2	6	1	3
FAR-WEST	24	11	46	4	17	2	8	1	4	4	17	1	4	1	4
SOUTH-EAST	28	9	32	9	32	1	4	0	0	2	7	2	7	1	4
CANADIAN PROVINCES	5	2	40	1	20	0	0	0	0	1	20	1	20	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	82	31	38	16	20	9	11	2	2	7	9	7	9	3	4
UNION SHOP	21	12	57	4	19	3	14	0	0	1	5	0	0	0	0
COMBINATION SHOP	12	9	75	1	8	0	0	1	8	1	8	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	24	11	46	11	46	1	4	0	0	1	4	0	0	0	0
500,001 - 1,500,000	32	8	25	7	22	5	16	2	6	4	13	2	6	1	3
1,500,001 - 5,000,000	24	8	33	2	8	5	21	0	0	2	8	4	17	0	0
5,000,001 - 10,000,000	17	11	65	1	6	1	6	1	6	1	6	0	0	0	0
OVER 10,000,000	18	14	78	0	0	0	0	0	0	1	6	1	6	2	11
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	0	0	5	4	1	1	2	2
FORM OF BUSINESS									
COMMERCIAL PRINTING	51	0	0	2	4	0	0	2	4
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	20	0	0	1	5	0	0	0	0
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	5	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	0	0	2	12	0	0	0	0
BOOK PRINTING	3	0	0	0	0	1	33	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	24	0	0	0	0	1	4	0	0
MID-WEST	34	0	0	3	9	0	0	0	0
FAR-WEST	24	0	0	0	0	0	0	0	0
SOUTH-EAST	28	0	0	2	7	0	0	2	7
CANADIAN PROVINCES	5	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	82	0	0	4	5	1	1	2	2
UNION SHOP	21	0	0	1	5	0	0	0	0
COMBINATION SHOP	12	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	24	0	0	0	0	0	0	0	0
500,001 - 1,500,000	32	0	0	2	6	1	3	0	0
1,500,001 - 5,000,000	24	0	0	1	4	0	0	2	8
5,000,001 - 10,000,000	17	0	0	2	12	0	0	0	0
OVER 10,000,000	18	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	1	1	0	0	1	1	1	1	1	1	8	7	13	11
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	1	2	0	0	1	2	1	2	1	2	6	12	5	10
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0	0	0	0	0	0	0	2	50
ADVERTISING MATERIALS	20	0	0	0	0	0	0	0	0	0	0	1	5	1	5
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0	0	0	0	0	1	25
LABELS AND WRAPPERS	5	0	0	0	0	0	0	0	0	0	0	0	0	1	20
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	0	0	0	0	0	0	1	13	2	25
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	0	0	0	0	1	4	0	0	0	0	4	17	2	8
MID-WEST	34	1	3	0	0	0	0	0	0	0	0	1	3	4	12
FAR-WEST	24	0	0	0	0	0	0	0	0	0	0	1	4	5	21
SOUTH-EAST	28	0	0	0	0	0	0	1	4	1	4	2	7	2	7
CANADIAN PROVINCES	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	82	1	1	0	0	1	1	1	1	1	1	7	9	12	15
UNION SHOP	21	0	0	0	0	0	0	0	0	0	0	1	5	1	5
COMBINATION SHOP	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	24	1	4	0	0	0	0	1	4	1	4	6	25	6	25
500,001 - 1,500,000	32	0	0	0	0	0	0	0	0	0	0	1	3	4	13
1,500,001 - 5,000,000	24	0	0	0	0	0	0	0	0	0	0	0	0	3	13
5,000,001 - 10,000,000	17	0	0	0	0	1	6	0	0	0	0	1	6	0	0
OVER 10,000,000	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	34	30	31	27	11	10	11	10	2	2	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	14	27	15	29	3	6	3	6	1	2	0	0	0	0
MAGAZINE & PERIODICALS	4	1	25	1	25	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	20	7	35	1	5	3	15	6	30	1	5	0	0	0	0
CATALOGS & DIRECTORIES	4	1	25	1	25	1	25	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	5	4	80	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	6	35	8	47	2	12	1	6	0	0	0	0	0	0
BOOK PRINTING	3	0	0	2	67	1	33	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	3	38	1	13	1	13	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	8	33	4	17	4	17	1	4	0	0	0	0	0	0
MID-WEST	34	6	18	11	32	6	18	4	12	0	0	1	3	0	0
FAR-WEST	24	8	33	5	21	1	4	2	8	2	8	0	0	0	0
SOUTH-EAST	28	11	39	8	29	0	0	3	11	0	0	0	0	0	0
CANADIAN PROVINCES	5	1	20	3	60	0	0	1	20	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	82	27	33	20	24	4	5	7	9	1	1	0	0	0	0
UNION SHOP	21	4	19	5	24	4	19	4	19	1	5	1	5	0	0
COMBINATION SHOP	12	3	25	6	50	3	25	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	24	6	25	3	13	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	32	8	25	13	41	1	3	3	9	2	6	0	0	0	0
1,500,001 - 5,000,000	24	7	29	6	25	4	17	4	17	0	0	0	0	0	0
5,000,001 - 10,000,000	17	7	41	3	18	4	24	1	6	0	0	0	0	0	0
OVER 10,000,000	18	6	33	6	33	2	11	3	17	0	0	1	6	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	0	0	12	10	33	29	25	22	19	17	13	11	3	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	0	0	5	10	18	35	12	24	8	16	3	6	1	2
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0	1	25	3	75	0	0	0	0
ADVERTISING MATERIALS	20	0	0	5	25	4	20	3	15	2	10	6	30	0	0
CATALOGS & DIRECTORIES	4	0	0	1	25	0	0	1	25	1	25	0	0	0	0
LABELS AND WRAPPERS	5	0	0	0	0	1	20	3	60	1	20	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	0	0	0	0	2	12	3	18	4	24	3	18	2	12
BOOK PRINTING	3	0	0	0	0	2	67	1	33	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	5	63	1	13	0	0	1	13	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	0	0	3	13	4	17	8	33	2	8	5	21	1	4
MID-WEST	34	0	0	5	15	15	44	4	12	3	9	2	6	1	3
FAR-WEST	24	0	0	0	0	5	21	8	33	4	17	3	13	0	0
SOUTH-EAST	28	0	0	4	14	7	25	4	14	9	32	3	11	0	0
CANADIAN PROVINCES	5	0	0	0	0	2	40	1	20	1	20	0	0	1	20
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	82	0	0	5	6	26	32	19	23	17	21	7	9	1	1
UNION SHOP	21	0	0	6	29	3	14	2	10	1	5	4	19	2	10
COMBINATION SHOP	12	0	0	1	8	4	33	4	33	1	8	2	17	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	24	0	0	3	13	15	63	5	21	0	0	0	0	0	0
500,001 - 1,500,000	32	0	0	1	3	5	16	11	34	9	28	2	6	1	3
1,500,001 - 5,000,000	24	0	0	1	4	5	21	6	25	6	25	3	13	0	0
5,000,001 - 10,000,000	17	0	0	3	18	3	18	0	0	3	18	6	35	2	12
OVER 10,000,000	18	0	0	4	22	5	28	3	17	1	6	2	11	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	2	2	1	1	7	6
FORM OF BUSINESS							
COMMERCIAL PRINTING	51	1	2	0	0	3	6
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0
ADVERTISING MATERIALS	20	0	0	0	0	0	0
CATALOGS & DIRECTORIES	4	0	0	0	0	1	25
LABELS AND WRAPPERS	5	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	17	0	0	1	6	2	12
BOOK PRINTING	3	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0
OTHER	8	1	13	0	0	0	0
UNANSWERED	1	0	0	0	0	1	100
GEOGRAPHIC REGION							
NORTH-EAST	24	1	4	0	0	0	0
MID-WEST	34	1	3	1	3	2	6
FAR-WEST	24	0	0	0	0	4	17
SOUTH-EAST	28	0	0	0	0	1	4
CANADIAN PROVINCES	5	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	82	1	1	0	0	6	7
UNION SHOP	21	1	5	1	5	1	5
COMBINATION SHOP	12	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	24	0	0	0	0	1	4
500,001 - 1,500,000	32	0	0	0	0	3	9
1,500,001 - 5,000,000	24	1	4	0	0	2	8
5,000,001 - 10,000,000	17	0	0	0	0	0	0
OVER 10,000,000	18	1	6	1	6	1	6
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	0	0	14	12	20	17	29	25	20	17	11	10	4	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	0	0	8	16	10	20	15	29	5	10	5	10	1	2
MAGAZINE & PERIODICALS	4	0	0	1	25	0	0	2	50	1	25	0	0	0	0
ADVERTISING MATERIALS	20	0	0	1	5	1	5	3	15	10	50	2	10	1	5
CATALOGS & DIRECTORIES	4	0	0	1	25	1	25	1	25	0	0	0	0	0	0
LABELS AND WRAPPERS	5	0	0	1	20	1	20	3	60	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	0	0	1	6	2	12	5	29	2	12	1	6	2	12
BOOK PRINTING	3	0	0	0	0	0	0	0	0	1	33	1	33	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
OTHER	8	0	0	1	13	4	50	0	0	1	13	1	13	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	0	0	3	13	3	13	7	29	6	25	3	13	0	0
MID-WEST	34	0	0	4	12	4	12	4	12	4	12	5	15	4	12
FAR-WEST	24	0	0	3	13	7	29	4	17	6	25	0	0	0	0
SOUTH-EAST	28	0	0	2	7	5	18	13	46	4	14	3	11	0	0
CANADIAN PROVINCES	5	0	0	2	40	1	20	1	20	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	82	0	0	9	11	17	21	25	30	12	15	6	7	1	1
UNION SHOP	21	0	0	4	19	2	10	2	10	4	19	4	19	2	10
COMBINATION SHOP	12	0	0	1	8	1	8	2	17	4	33	1	8	1	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	24	0	0	6	25	11	46	4	17	0	0	0	0	0	0
500,001 - 1,500,000	32	0	0	5	16	5	16	12	38	6	19	0	0	0	0
1,500,001 - 5,000,000	24	0	0	2	8	2	8	8	33	6	25	2	8	0	0
5,000,001 - 10,000,000	17	0	0	1	6	0	0	3	18	5	29	4	24	0	0
OVER 10,000,000	18	0	0	0	0	2	11	2	11	3	17	5	28	4	22
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - GENERAL FOREMA

	NUMBER OF RESPONDENTS NO.	121 TO 240 NO.	121 TO 240 PCT.	241 TO 320 NO.	241 TO 320 PCT.	OVER 320 NO.	OVER 320 PCT.	UNANSWERED NO.	UNANSWERED PCT.
TOTAL, ALL RESPONDENTS	115	1	1	0	0	0	0	16	14
FORM OF BUSINESS									
COMMERCIAL PRINTING	51	1	2	0	0	0	0	6	12
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	20	0	0	0	0	0	0	2	10
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	1	25
LABELS AND WRAPPERS	5	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	0	0	0	0	0	0	4	24
BOOK PRINTING	3	0	0	0	0	0	0	1	33
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	0	0	1	13
UNANSWERED	1	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION									
NORTH-EAST	24	0	0	0	0	0	0	2	8
MID-WEST	34	1	3	0	0	0	0	8	24
FAR-WEST	24	0	0	0	0	0	0	4	17
SOUTH-EAST	28	0	0	0	0	0	0	1	4
CANADIAN PROVINCES	5	0	0	0	0	0	0	1	20
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	82	0	0	0	0	0	0	12	15
UNION SHOP	21	0	0	0	0	0	0	3	14
COMBINATION SHOP	12	1	8	0	0	0	0	1	8
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	24	0	0	0	0	0	0	3	13
500,001 - 1,500,000	32	0	0	0	0	0	0	4	13
1,500,001 - 5,000,000	24	0	0	0	0	0	0	4	17
5,000,001 - 10,000,000	17	0	0	0	0	0	0	4	24
OVER 10,000,000	18	1	6	0	0	0	0	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	0	0	4	3	15	13	14	12	22	19	17	15	11	10
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	0	0	0	0	9	18	5	10	9	18	7	14	7	14
MAGAZINE & PERIODICALS	4	0	0	1	25	1	25	1	25	1	25	0	0	0	0
ADVERTISING MATERIALS	20	0	0	1	5	2	10	2	10	5	25	1	5	2	10
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	1	25	1	25	1	25	0	0
LABELS AND WRAPPERS	5	0	0	1	20	0	0	0	0	1	20	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	0	0	1	6	0	0	4	24	4	24	5	29	2	12
BOOK PRINTING	3	0	0	0	0	0	0	0	0	1	33	1	33	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	3	38	1	13	0	0	1	13	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
GEOGRAPHIC REGION															
NORTH-EAST	24	0	0	1	4	5	21	2	8	6	25	1	4	1	4
MID-WEST	34	0	0	1	3	4	12	4	12	5	15	6	18	4	12
FAR-WEST	24	0	0	2	8	2	8	4	17	4	17	3	13	1	4
SOUTH-EAST	28	0	0	0	0	4	14	3	11	6	21	6	21	5	18
CANADIAN PROVINCES	5	0	0	0	0	0	0	1	20	1	20	1	20	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	82	0	0	0	5	14	17	10	12	18	22	11	13	5	6
UNION SHOP	21	0	0	0	0	1	5	3	14	2	10	4	19	3	14
COMBINATION SHOP	12	0	0	0	0	0	0	1	8	2	17	2	17	3	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	24	0	0	0	0	3	13	4	17	5	21	2	8	2	8
500,001 - 1,500,000	32	0	0	0	0	8	25	6	19	4	13	5	16	0	0
1,500,001 - 5,000,000	24	0	0	3	13	3	13	0	0	4	17	3	13	4	17
5,000,001 - 10,000,000	17	0	0	1	6	1	6	2	12	6	35	4	24	0	0
OVER 10,000,000	18	0	0	0	0	0	0	2	11	3	17	3	17	5	28
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	16	14	8	7	4	3	4	3
FORM OF BUSINESS									
COMMERCIAL PRINTING	51	8	16	2	4	2	4	2	4
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	20	4	20	2	10	1	5	0	0
CATALOGS & DIRECTORIES	4	0	0	1	25	0	0	0	0
LABELS AND WRAPPERS	5	0	0	0	0	1	20	2	40
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	1	6	0	0	0	0	0	0
BOOK PRINTING	3	0	0	1	33	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	1	100	0	0	0	0
OTHER	8	2	25	1	13	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	24	2	8	4	17	0	0	2	8
MID-WEST	34	6	18	2	6	1	3	1	3
FAR-WEST	24	4	17	1	4	2	8	1	4
SOUTH-EAST	28	2	7	1	4	1	4	0	0
CANADIAN PROVINCES	5	2	40	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	82	9	11	5	6	2	2	4	5
UNION SHOP	21	4	19	3	14	1	5	0	0
COMBINATION SHOP	12	3	25	0	0	1	8	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	24	4	17	2	8	2	8	0	0
500,001 - 1,500,000	32	4	13	2	6	1	3	2	6
1,500,001 - 5,000,000	24	3	13	2	8	0	0	2	8
5,000,001 - 10,000,000	17	1	6	2	12	0	0	0	0
OVER 10,000,000	18	4	22	0	0	1	6	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - GENERAL FOREMAN

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	115	33	29	26	23	13	11	22	19	10	9	1	1	10	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	17	33	12	24	2	4	9	18	6	12	0	0	5	10
MAGAZINE & PERIODICALS	4	1	25	1	25	1	25	1	25	0	0	0	0	0	0
ADVERTISING MATERIALS	20	7	35	3	15	3	15	3	15	2	10	0	0	2	10
CATALOGS & DIRECTORIES	4	1	25	2	50	0	0	1	25	0	0	0	0	0	0
LABELS AND WRAPPERS	5	1	20	1	20	1	20	0	0	0	0	0	0	2	40
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	17	4	24	3	18	4	24	4	24	2	12	0	0	0	0
BOOK PRINTING	3	0	0	0	0	1	33	1	33	0	0	1	33	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
OTHER	8	2	25	3	38	1	13	2	25	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION															
NORTH-EAST	24	3	13	6	25	2	8	6	25	1	4	1	4	5	21
MID-WEST	34	7	21	9	26	6	18	8	24	2	6	0	0	2	6
FAR-WEST	24	9	38	4	17	3	13	3	13	3	13	0	0	2	8
SOUTH-EAST	28	12	43	5	18	2	7	5	18	3	11	0	0	1	4
CANADIAN PROVINCES	5	2	40	2	40	0	0	0	0	1	20	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	82	27	33	16	20	10	12	14	17	6	7	1	1	8	10
UNION SHOP	21	3	14	6	29	3	14	4	19	3	14	0	0	2	10
COMBINATION SHOP	12	3	25	4	33	0	0	4	33	1	8	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	24	8	33	6	25	1	4	5	21	3	13	0	0	1	4
500,001 - 1,500,000	32	12	38	5	16	4	13	5	16	1	3	1	3	4	13
1,500,001 - 5,000,000	24	8	33	5	21	2	8	5	21	2	8	0	0	2	8
5,000,001 - 10,000,000	17	3	18	3	18	4	24	4	24	1	6	0	0	2	12
OVER 10,000,000	18	2	11	7	39	2	11	3	17	3	17	0	0	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Composing Room Foreman

PROFILE OF ANNUAL SALARY - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	1	1	2	1	2	1	1	1	15	10	12	8	25	16
FORM OF BUSINESS															
COMMERCIAL PRINTING	68	1	1	2	3	2	3	1	1	6	9	6	9	10	15
MAGAZINE & PERIODICALS	18	0	0	0	0	0	0	0	0	2	11	2	11	2	11
ADVERTISING MATERIALS	14	0	0	0	0	0	0	0	0	2	14	0	0	3	21
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0	0	0	1	20	1	20
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	0	0	0	0	1	25	0	0	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	14	0	0	0	0	0	0	0	0	1	7	2	14	3	21
BOOK PRINTING	9	0	0	0	0	0	0	0	0	0	0	0	0	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	0	0	0	0	0	0	2	14	1	7	4	29
UNANSWERED	5	0	0	0	0	0	0	0	0	1	20	0	0	1	20
GEOGRAPHIC REGION															
NORTH-EAST	28	1	4	1	4	1	4	0	0	2	7	2	7	3	11
MID-WEST	46	0	0	0	0	0	0	0	0	5	11	5	11	7	15
FAR-WEST	19	0	0	0	0	0	0	0	0	1	5	1	5	6	32
SOUTH-EAST	44	0	0	1	2	1	2	1	2	7	16	4	9	7	16
CANADIAN PROVINCES	16	0	0	0	0	0	0	0	0	0	0	0	0	2	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	94	1	1	2	2	2	2	1	1	14	15	10	11	17	18
UNION SHOP	44	0	0	0	0	0	0	0	0	1	2	1	2	4	9
COMBINATION SHOP	13	0	0	0	0	0	0	0	0	0	0	1	8	2	15
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	2	100
SALES VOLUME															
UNDER $500,000	11	0	0	1	9	2	18	1	9	4	36	1	9	1	9
500,001 - 1,500,000	25	0	0	1	4	0	0	0	0	6	24	5	20	4	16
1,500,001 - 5,000,000	48	0	0	0	0	0	0	0	0	5	10	4	8	11	23
5,000,001 - 10,000,000	32	1	3	0	0	0	0	0	0	0	0	0	0	6	19
OVER 10,000,000	36	0	0	0	0	0	0	0	0	0	0	2	6	3	8
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	55	36	30	20	6	4	3	2	1	1	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	68	27	40	10	15	2	3	0	0	1	1	0	0	0	0
MAGAZINE & PERIODICALS	18	7	39	4	22	1	6	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	14	4	29	5	36	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	5	0	0	3	60	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	2	50	0	0	1	25	0	0	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
BUSINESSS FORMS	14	6	43	2	14	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	9	5	56	3	33	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	3	21	3	21	1	7	0	0	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0	3	60	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	12	43	5	18	1	4	0	0	0	0	0	0	0	0
MID-WEST	46	12	26	13	28	3	7	0	0	1	2	0	0	0	0
FAR-WEST	19	7	37	2	11	2	11	0	0	0	0	0	0	0	0
SOUTH-EAST	44	19	43	4	9	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	16	5	31	6	38	0	0	3	19	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	94	32	34	13	14	1	1	0	0	1	1	0	0	0	0
UNION SHOP	44	18	41	14	32	3	7	3	7	0	0	0	0	0	0
COMBINATION SHOP	13	5	38	3	23	2	15	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	11	1	9	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	25	7	28	2	8	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	48	19	40	7	15	2	4	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	32	10	31	11	34	1	3	3	9	0	0	0	0	0	0
OVER 10,000,000	36	17	47	10	28	3	8	0	0	1	3	0	0	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	91	59	25	16	12	8	9	6	5	3	4	3	2	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	68	39	57	14	21	6	9	4	6	2	3	1	1	1	1
MAGAZINE & PERIODICALS	18	10	56	2	11	1	6	2	11	2	11	0	0	0	0
ADVERTISING MATERIALS	14	6	43	5	36	1	7	1	7	0	0	0	0	0	0
CATALOGS & DIRECTORIES	5	4	80	1	20	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	3	75	0	0	1	25	0	0	0	0	0	0	0	0
NEWSPAPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	14	7	50	0	0	3	21	2	14	0	0	1	7	0	0
BOOK PRINTING	9	5	56	1	11	0	0	0	0	0	0	2	22	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	10	71	2	14	0	0	0	0	1	7	0	0	1	7
UNANSWERED	5	5	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	17	61	3	11	1	4	1	4	3	11	1	4	0	0
MID-WEST	46	29	63	8	17	2	4	1	2	1	2	1	2	1	2
FAR-WEST	19	14	74	2	11	3	16	0	0	0	0	0	0	0	0
SOUTH-EAST	44	19	43	9	20	6	14	7	16	0	0	2	5	1	2
CANADIAN PROVINCES	16	12	75	3	19	0	0	0	0	1	6	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	94	45	48	16	17	9	10	9	10	4	4	4	4	2	2
UNION SHOP	44	33	75	9	20	2	5	0	0	0	0	0	0	0	0
COMBINATION SHOP	13	12	92	0	0	1	8	0	0	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	1	50	0	0	0	0
SALES VOLUME															
UNDER $500,000	11	5	45	4	36	2	18	0	0	0	0	0	0	0	0
500,001 - 1,500,000	25	13	52	6	24	0	0	3	12	0	0	1	4	0	0
1,500,001 - 5,000,000	48	29	60	10	21	4	8	1	2	2	4	1	2	0	0
5,000,001 - 10,000,000	32	22	69	4	13	3	9	1	3	1	3	0	0	0	0
OVER 10,000,000	36	21	58	1	3	3	8	4	11	2	6	2	6	2	6
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	0	0	5	3	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	68	0	0	1	1	0	0	0	0
MAGAZINE & PERIODICALS	18	0	0	1	6	0	0	0	0
ADVERTISING MATERIALS	14	0	0	1	7	0	0	0	0
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0
BUSINESSS FORMS	14	0	0	1	7	0	0	0	0
BOOK PRINTING	9	0	0	1	11	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	28	0	0	2	7	0	0	0	0
MID-WEST	46	0	0	3	7	0	0	0	0
FAR-WEST	19	0	0	0	0	0	0	0	0
SOUTH-EAST	44	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	16	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	94	0	0	5	5	0	0	0	0
UNION SHOP	44	0	0	0	0	0	0	0	0
COMBINATION SHOP	13	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	11	0	0	0	0	0	0	0	0
500,001 - 1,500,000	25	0	0	2	8	0	0	0	0
1,500,001 - 5,000,000	48	0	0	1	2	0	0	0	0
5,000,001 - 10,000,000	32	0	0	1	3	0	0	0	0
OVER 10,000,000	36	0	0	1	3	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	1	1	2	1	1	1	2	1	12	8	13	8	23	15
FORM OF BUSINESS															
COMMERCIAL PRINTING	68	1	1	2	3	1	1	2	3	5	7	7	10	10	15
MAGAZINE & PERIODICALS	18	0	0	0	0	0	0	0	0	2	11	2	11	1	6
ADVERTISING MATERIALS	14	0	0	0	0	0	0	0	0	1	7	1	7	3	21
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0	0	0	1	20	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	0	0	0	0	1	25	0	0	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	14	0	0	0	0	0	0	0	0	0	0	1	7	4	29
BOOK PRINTING	9	0	0	0	0	0	0	0	0	0	0	0	0	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	0	0	0	0	0	0	2	14	1	7	3	21
UNANSWERED	5	0	0	0	0	0	0	0	0	1	20	0	0	1	20
GEOGRAPHIC REGION															
NORTH-EAST	28	1	4	1	4	1	4	0	0	1	4	3	11	2	7
MID-WEST	46	0	0	0	0	0	0	0	0	5	11	3	7	9	20
FAR-WEST	19	0	0	0	0	0	0	0	0	1	5	1	5	4	21
SOUTH-EAST	44	0	0	1	2	0	0	2	5	5	11	6	14	6	14
CANADIAN PROVINCES	16	0	0	0	0	0	0	0	0	0	0	0	0	2	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	94	1	1	2	2	1	1	2	2	11	12	11	12	17	18
UNION SHOP	44	0	0	0	0	0	0	0	0	1	2	1	2	3	7
COMBINATION SHOP	13	0	0	0	0	0	0	0	0	0	0	1	8	2	15
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
SALES VOLUME															
UNDER $500,000	11	0	0	1	9	1	9	2	18	4	36	1	9	1	9
500,001 - 1,500,000	25	0	0	1	4	0	0	0	0	4	16	7	28	3	12
1,500,001 - 5,000,000	48	0	0	0	0	0	0	0	0	4	8	5	10	11	23
5,000,001 - 10,000,000	32	1	3	0	0	0	0	0	0	0	0	0	0	4	13
OVER 10,000,000	36	0	0	0	0	0	0	0	0	0	0	0	0	4	11
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	54	35	28	18	13	8	3	2	0	0	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	68	25	37	11	16	3	4	0	0	0	0	1	1	0	0
MAGAZINE & PERIODICALS	18	8	44	3	17	2	11	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	14	4	29	3	21	2	14	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	5	1	20	3	60	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	2	50	0	0	1	25	0	0	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
BUSINESSS FORMS	14	6	43	2	14	1	7	0	0	0	0	0	0	0	0
BOOK PRINTING	9	3	33	5	56	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	4	29	1	7	3	21	0	0	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0	3	60	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	12	43	4	14	3	11	0	0	0	0	0	0	0	0
MID-WEST	46	10	22	11	24	7	15	0	0	0	0	1	2	0	0
FAR-WEST	19	9	47	2	11	2	11	0	0	0	0	0	0	0	0
SOUTH-EAST	44	18	41	5	11	1	2	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	16	5	31	6	38	0	0	3	19	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	94	29	31	13	14	6	6	0	0	0	0	1	1	0	0
UNION SHOP	44	19	43	12	27	5	11	3	7	0	0	0	0	0	0
COMBINATION SHOP	13	5	38	3	23	2	15	0	0	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	11	1	9	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	25	6	24	4	16	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	48	19	40	3	6	6	13	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	32	11	34	11	34	2	6	3	9	0	0	0	0	0	0
OVER 10,000,000	36	16	44	10	28	5	14	0	0	0	0	1	3	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	0	0	32	21	41	27	36	24	14	9	6	4	6	4
FORM OF BUSINESS															
COMMERCIAL PRINTING	68	0	0	17	25	22	32	14	21	5	7	2	3	1	1
MAGAZINE & PERIODICALS	18	0	0	2	11	5	28	3	17	2	11	1	6	0	0
ADVERTISING MATERIALS	14	0	0	2	14	3	21	7	50	1	7	0	0	0	0
CATALOGS & DIRECTORIES	5	0	0	2	40	1	20	2	40	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	1	25	1	25	0	0	0	0	1	25	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
BUSINESSS FORMS	14	0	0	2	14	5	36	2	14	0	0	1	7	1	7
BOOK PRINTING	9	0	0	0	0	1	11	5	56	1	11	0	0	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	4	29	3	21	3	21	3	21	0	0	1	7
UNANSWERED	5	0	0	2	40	0	0	0	0	0	0	1	20	2	40
GEOGRAPHIC REGION															
NORTH-EAST	28	0	0	1	4	9	32	6	21	4	14	1	4	0	0
MID-WEST	46	0	0	12	26	8	17	13	28	5	11	1	2	2	4
FAR-WEST	19	0	0	5	26	6	32	3	16	1	5	0	0	1	5
SOUTH-EAST	44	0	0	10	23	14	32	10	23	3	7	3	7	1	2
CANADIAN PROVINCES	16	0	0	4	25	4	25	4	25	1	6	1	6	2	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	94	0	0	22	23	24	26	24	26	5	5	3	3	2	2
UNION SHOP	44	0	0	7	16	13	30	9	20	7	16	2	5	2	5
COMBINATION SHOP	13	0	0	2	15	3	23	3	23	2	15	1	8	2	15
UNANSWERED	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	11	0	0	7	64	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	25	0	0	9	36	13	52	2	8	1	4	0	0	0	0
1,500,001 - 5,000,000	48	0	0	6	13	15	31	17	35	4	8	1	2	1	2
5,000,001 - 10,000,000	32	0	0	2	6	5	16	10	31	3	9	3	9	3	9
OVER 10,000,000	36	0	0	8	22	8	22	7	19	6	17	2	6	2	6
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	1	1	1	1	16	10
FORM OF BUSINESS							
COMMERCIAL PRINTING	68	0	0	0	0	7	10
MAGAZINE & PERIODICALS	18	0	0	0	0	5	28
ADVERTISING MATERIALS	14	0	0	0	0	1	7
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	1	25
NEWSPAPERS	1	0	0	0	0	0	0
BUSINESSS FORMS	14	0	0	1	7	2	14
BOOK PRINTING	9	1	11	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	14	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	28	0	0	0	0	7	25
MID-WEST	46	1	2	1	2	3	7
FAR-WEST	19	0	0	0	0	3	16
SOUTH-EAST	44	0	0	0	0	3	7
CANADIAN PROVINCES	16	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	94	1	1	0	0	13	14
UNION SHOP	44	0	0	1	2	3	7
COMBINATION SHOP	13	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	11	0	0	0	0	4	36
500,001 - 1,500,000	25	0	0	0	0	0	0
1,500,001 - 5,000,000	48	0	0	0	0	4	8
5,000,001 - 10,000,000	32	0	0	0	0	6	19
OVER 10,000,000	36	1	3	1	3	1	3
UNANSWERED	1	0	0	0	0	1	100

PROFILE BY PEOPLE UNDER POSITION - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	0	0	30	20	29	19	26	17	21	14	8	5	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	68	0	0	11	16	19	28	11	16	5	7	1	1	0	0
MAGAZINE & PERIODICALS	18	0	0	2	11	2	11	5	28	6	33	1	6	0	0
ADVERTISING MATERIALS	14	0	0	3	21	4	29	2	14	0	0	0	0	0	0
CATALOGS & DIRECTORIES	5	0	0	1	20	0	0	1	20	1	20	0	0	1	20
LABELS AND WRAPPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	2	50	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
BUSINESSS FORMS	14	0	0	1	7	3	21	1	7	5	36	1	7	0	0
BOOK PRINTING	9	0	0	0	0	0	0	3	33	1	11	1	11	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	7	50	1	7	3	21	3	21	0	0	0	0
UNANSWERED	5	0	0	2	40	0	0	0	0	0	0	3	60	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	0	0	9	32	5	18	6	21	3	11	1	4	0	0
MID-WEST	46	0	0	8	17	5	11	8	17	5	11	4	9	0	0
FAR-WEST	19	0	0	5	26	6	32	3	16	1	5	0	0	0	0
SOUTH-EAST	44	0	0	6	14	11	25	6	14	11	25	0	0	1	2
CANADIAN PROVINCES	16	0	0	2	13	2	13	3	19	1	6	3	19	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	94	0	0	17	18	18	19	15	16	14	15	2	2	0	0
UNION SHOP	44	0	0	8	18	10	23	9	20	3	7	5	11	1	2
COMBINATION SHOP	13	0	0	4	31	1	8	2	15	4	31	1	8	0	0
UNANSWERED	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	11	0	0	6	55	1	9	0	0	0	0	0	0	0	0
500,001 - 1,500,000	25	0	0	6	24	10	40	3	12	0	0	0	0	0	0
1,500,001 - 5,000,000	48	0	0	13	27	11	23	7	15	3	6	0	0	0	0
5,000,001 - 10,000,000	32	0	0	3	9	4	13	7	22	6	19	3	9	0	0
OVER 10,000,000	36	0	0	2	6	3	8	9	25	12	33	5	14	1	3
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	0	0	0	0	0	0	38	25
FORM OF BUSINESS									
COMMERCIAL PRINTING	68	0	0	0	0	0	0	21	31
MAGAZINE & PERIODICALS	18	0	0	0	0	0	0	2	11
ADVERTISING MATERIALS	14	0	0	0	0	0	0	5	36
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	1	20
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	0	0	2	50
NEWSPAPERS	1	0	0	0	0	0	0	0	0
BUSINESSS FORMS	14	0	0	0	0	0	0	3	21
BOOK PRINTING	9	0	0	0	0	0	0	4	44
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	28	0	0	0	0	0	0	4	14
MID-WEST	46	0	0	0	0	0	0	16	35
FAR-WEST	19	0	0	0	0	0	0	4	21
SOUTH-EAST	44	0	0	0	0	0	0	9	20
CANADIAN PROVINCES	16	0	0	0	0	0	0	5	31
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	94	0	0	0	0	0	0	28	30
UNION SHOP	44	0	0	0	0	0	0	8	18
COMBINATION SHOP	13	0	0	0	0	0	0	1	8
UNANSWERED	2	0	0	0	0	0	0	1	50
SALES VOLUME									
UNDER $500,000	11	0	0	0	0	0	0	4	36
500,001 - 1,500,000	25	0	0	0	0	0	0	6	24
1,500,001 - 5,000,000	48	0	0	0	0	0	0	14	29
5,000,001 - 10,000,000	32	0	0	0	0	0	0	9	28
OVER 10,000,000	36	0	0	0	0	0	0	4	11
UNANSWERED	1	0	0	0	0	0	0	1	100

PROFILE BY PRESENT AGE OF EMPLOYEE - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	1	1	5	3	20	13	18	12	23	15	22	14	27	18
FORM OF BUSINESS															
COMMERCIAL PRINTING	68	1	1	2	3	10	15	8	12	8	12	10	15	12	18
MAGAZINE & PERIODICALS	18	0	0	1	6	2	11	1	6	3	17	3	17	3	17
ADVERTISING MATERIALS	14	0	0	0	0	2	14	3	21	2	14	1	7	5	36
CATALOGS & DIRECTORIES	5	0	0	0	0	1	20	0	0	1	20	1	20	2	40
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	0	0	0	0	1	25	0	0	1	25
NEWSPAPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	14	0	0	1	7	3	21	3	21	0	0	2	14	1	7
BOOK PRINTING	9	0	0	1	11	1	11	0	0	3	33	1	11	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	0	0	1	7	3	21	3	21	4	29	1	7
UNANSWERED	5	0	0	0	0	0	0	0	0	2	40	0	0	1	20
GEOGRAPHIC REGION															
NORTH-EAST	28	0	0	2	7	4	14	4	14	4	14	4	14	3	11
MID-WEST	46	1	2	2	4	7	15	5	11	8	17	4	9	12	26
FAR-WEST	19	0	0	1	5	3	16	1	5	4	21	1	5	2	11
SOUTH-EAST	44	0	0	0	0	4	9	6	14	6	14	11	25	6	14
CANADIAN PROVINCES	16	0	0	0	0	2	13	2	13	1	6	2	13	4	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	94	1	1	5	5	16	17	12	13	17	18	15	16	8	9
UNION SHOP	44	0	0	0	0	4	9	4	9	4	9	6	14	16	36
COMBINATION SHOP	13	0	0	0	0	0	0	2	15	2	15	1	8	2	15
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
SALES VOLUME															
UNDER $500,000	11	0	0	2	18	0	0	2	18	2	18	1	9	3	27
500,001 - 1,500,000	25	1	4	0	0	3	12	3	12	3	12	4	16	4	16
1,500,001 - 5,000,000	48	0	0	2	4	6	13	7	15	8	17	9	19	8	17
5,000,001 - 10,000,000	32	0	0	1	3	8	25	3	9	3	9	1	3	5	16
OVER 10,000,000	36	0	0	0	0	3	8	3	8	6	17	7	19	7	19
UNANSWERED	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	14	9	11	7	6	4	6	4
FORM OF BUSINESS									
COMMERCIAL PRINTING	68	9	13	4	6	2	3	2	3
MAGAZINE & PERIODICALS	18	2	11	3	17	0	0	0	0
ADVERTISING MATERIALS	14	0	0	0	0	0	0	1	7
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	1	25	1	25
NEWSPAPERS	1	1	100	0	0	0	0	0	0
BUSINESSS FORMS	14	0	0	3	21	0	0	1	7
BOOK PRINTING	9	0	0	1	11	1	11	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	14	0	0	0	0	2	14	0	0
UNANSWERED	5	1	20	0	0	0	0	1	20
GEOGRAPHIC REGION									
NORTH-EAST	28	2	7	2	7	2	7	1	4
MID-WEST	46	2	4	1	2	2	4	2	4
FAR-WEST	19	3	16	2	11	1	5	1	5
SOUTH-EAST	44	6	14	3	7	1	2	1	2
CANADIAN PROVINCES	16	1	6	3	19	0	0	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	94	7	7	5	5	4	4	4	4
UNION SHOP	44	5	11	4	9	0	0	1	2
COMBINATION SHOP	13	2	15	2	15	1	8	1	8
UNANSWERED	2	0	0	0	0	1	50	0	0
SALES VOLUME									
UNDER $500,000	11	0	0	0	0	1	9	0	0
500,001 - 1,500,000	25	4	16	1	4	1	4	1	4
1,500,001 - 5,000,000	48	3	6	3	6	0	0	2	4
5,000,001 - 10,000,000	32	3	9	3	9	2	6	3	9
OVER 10,000,000	36	4	11	4	11	2	6	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - COMP. RM. FOREMAN

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	153	35	23	29	19	33	22	33	22	9	6	2	1	12	8
FORM OF BUSINESS															
COMMERCIAL PRINTING	68	18	26	11	16	15	22	17	25	2	3	0	0	5	7
MAGAZINE & PERIODICALS	18	2	11	2	11	4	22	6	33	3	17	0	0	1	6
ADVERTISING MATERIALS	14	3	21	6	43	1	7	2	14	0	0	0	0	2	14
CATALOGS & DIRECTORIES	5	0	0	0	0	3	60	1	20	0	0	0	0	1	20
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	[illegible]	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	1	25	1	25	0	0	1	25	0	0	1	25
NEWSPAPERS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
BUSINESSS FORMS	14	8	57	1	7	3	21	1	7	0	0	1	7	0	0
BOOK PRINTING	9	1	11	1	11	2	22	3	33	1	11	1	11	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	14	2	14	5	36	2	14	2	14	2	14	0	0	1	7
UNANSWERED	5	0	0	2	40	2	40	0	0	0	0	0	0	1	20
GEOGRAPHIC REGION															
NORTH-EAST	28	4	14	6	21	6	21	2	7	5	18	1	4	4	14
MID-WEST	46	9	20	10	22	13	28	11	24	1	2	0	0	2	4
FAR-WEST	19	6	32	2	11	3	16	3	16	2	11	1	5	2	11
SOUTH-EAST	44	13	30	8	18	8	18	12	27	1	2	0	0	2	5
CANADIAN PROVINCES	16	3	19	3	19	3	19	5	31	0	0	0	0	2	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	94	25	27	20	21	21	22	13	14	6	6	1	1	8	9
UNION SHOP	44	8	18	8	18	11	25	11	25	2	5	1	2	3	7
COMBINATION SHOP	13	2	15	1	8	0	0	9	69	0	0	0	0	1	8
UNANSWERED	2	0	0	0	0	1	50	0	0	1	50	0	0	0	0
SALES VOLUME															
UNDER $500,000	11	4	36	2	18	1	9	3	27	0	0	0	0	1	9
500,001 - 1,500,000	25	5	20	5	20	5	20	2	8	3	12	1	4	4	16
1,500,001 - 5,000,000	48	11	23	14	29	6	13	11	23	2	4	1	2	3	6
5,000,001 - 10,000,000	32	6	19	5	16	9	28	5	16	4	13	0	0	3	9
OVER 10,000,000	36	9	25	2	6	12	33	12	33	0	0	0	0	1	3
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0

Letterpress Foreman

PROFILE OF ANNUAL SALARY - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	0	0	0	0	1	2	2	4	4	9	3	7	8	17
FORM OF BUSINESS															
COMMERCIAL PRINTING	20	0	0	0	0	1	5	2	10	0	0	2	10	3	15
MAGAZINE & PERIODICALS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
ADVERTISING MATERIALS	6	0	0	0	0	0	0	0	0	1	17	1	17	2	33
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0	2	67	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0	0	0	0	0	1	14
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0	0	0	0	0	1	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	7	0	0	0	0	1	14	0	0	2	29	0	0	0	0
MID-WEST	15	0	0	0	0	0	0	0	0	1	7	2	13	3	20
FAR-WEST	5	0	0	0	0	0	0	0	0	0	0	0	0	1	20
SOUTH-EAST	17	0	0	0	0	0	0	2	12	1	6	1	6	4	24
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	26	0	0	0	0	1	4	2	8	2	8	2	8	8	31
UNION SHOP	10	0	0	0	0	0	0	0	0	1	10	0	0	0	0
COMBINATION SHOP	9	0	0	0	0	0	0	0	0	1	11	1	11	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	1	50	0	0	1	50	0	0
500,001 - 1,500,000	8	0	0	0	0	0	0	1	13	2	25	0	0	4	50
1,500,001 - 5,000,000	14	0	0	0	0	0	0	0	0	2	14	2	14	2	14
5,000,001 - 10,000,000	7	0	0	0	0	1	14	0	0	0	0	0	0	1	14
OVER 10,000,000	15	0	0	0	0	0	0	0	0	0	0	0	0	1	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	15	33	11	24	2	4	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	20	9	45	2	10	1	5	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	6	1	17	1	17	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	1	14	4	57	1	14	0	0	0	0	0	0	0	0
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	3	75	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	7	0	0	3	43	1	14	0	0	0	0	0	0	0	0
MID-WEST	15	6	40	3	20	0	0	0	0	0	0	0	0	0	0
FAR-WEST	5	2	40	2	40	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	17	5	29	3	18	1	6	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	26	5	19	5	19	1	4	0	0	0	0	0	0	0	0
UNION SHOP	10	7	70	2	20	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	9	3	33	3	33	1	11	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	1	13	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	14	7	50	1	7	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	7	4	57	0	0	1	14	0	0	0	0	0	0	0	0
OVER 10,000,000	15	4	27	9	60	1	7	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	29	63	8	17	1	2	1	2	1	2	2	4	4	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	20	14	70	5	25	0	0	0	0	0	0	0	0	1	5
MAGAZINE & PERIODICALS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	6	2	33	1	17	1	17	0	0	0	0	2	33	0	0
CATALOGS & DIRECTORIES	3	2	67	1	33	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	1	50	0	0	0	0	0	0	1	50	0	0	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	6	86	0	0	0	0	1	14	0	0	0	0	0	0
BOOK PRINTING	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	1	25	0	0	0	0	0	0	0	0	3	75
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	7	4	57	2	29	1	14	0	0	0	0	0	0	0	0
MID-WEST	15	13	87	1	7	0	0	0	0	0	0	1	7	0	0
FAR-WEST	5	5	100	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	17	5	29	5	29	0	0	1	6	1	6	1	6	4	24
CANADIAN PROVINCES	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	26	11	42	7	27	1	4	1	4	1	4	1	4	4	15
UNION SHOP	10	10	100	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	9	7	78	1	11	0	0	0	0	0	0	1	11	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	3	38	4	50	0	0	0	0	0	0	1	13	0	0
1,500,001 - 5,000,000	14	10	71	1	7	1	7	0	0	1	7	1	7	0	0
5,000,001 - 10,000,000	7	4	57	2	29	0	0	0	0	0	0	0	0	1	14
OVER 10,000,000	15	11	73	0	0	0	0	1	7	0	0	0	0	3	20
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	0	0	0	0	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	20	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	1	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	6	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0
BOOK PRINTING	1	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	7	0	0	0	0	0	0	0	0
MID-WEST	15	0	0	0	0	0	0	0	0
FAR-WEST	5	0	0	0	0	0	0	0	0
SOUTH-EAST	17	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	26	0	0	0	0	0	0	0	0
UNION SHOP	10	0	0	0	0	0	0	0	0
COMBINATION SHOP	9	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	14	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	7	0	0	0	0	0	0	0	0
OVER 10,000,000	15	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	0	0	0	0	0	0	3	7	4	9	2	4	8	17
FORM OF BUSINESS															
COMMERCIAL PRINTING	20	0	0	0	0	0	0	3	15	0	0	2	10	3	15
MAGAZINE & PERIODICALS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
ADVERTISING MATERIALS	6	0	0	0	0	0	0	0	0	1	17	0	0	2	33
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0	2	67	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0	0	0	0	0	1	14
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0	0	0	0	0	1	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	7	0	0	0	0	0	0	1	14	2	29	0	0	0	0
MID-WEST	15	0	0	0	0	0	0	0	0	1	7	1	7	4	27
FAR-WEST	5	0	0	0	0	0	0	0	0	0	0	0	0	1	20
SOUTH-EAST	17	0	0	0	0	0	0	2	12	1	6	1	6	3	18
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	26	0	0	0	0	0	0	3	12	2	8	2	8	7	27
UNION SHOP	10	0	0	0	0	0	0	0	0	1	10	0	0	0	0
COMBINATION SHOP	9	0	0	0	0	0	0	0	0	1	11	0	0	1	11
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	1	50	0	0	1	50	0	0
500,001 - 1,500,000	8	0	0	0	0	0	0	1	13	2	25	0	0	3	38
1,500,001 - 5,000,000	14	0	0	0	0	0	0	0	0	2	14	1	7	3	21
5,000,001 - 10,000,000	7	0	0	0	0	0	0	1	14	0	0	0	0	1	14
OVER 10,000,000	15	0	0	0	0	0	0	0	0	0	0	0	0	1	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	15	33	8	17	6	13	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	20	9	45	2	10	1	5	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	6	2	33	0	0	1	17	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	5	71	1	14	0	0	0	0	0	0	0	0
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	3	75	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	7	0	0	2	29	2	29	0	0	0	0	0	0	0	0
MID-WEST	15	6	40	3	20	0	0	0	0	0	0	0	0	0	0
FAR-WEST	5	2	40	2	40	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	17	5	29	1	6	4	24	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	26	5	19	2	8	5	19	0	0	0	0	0	0	0	0
UNION SHOP	10	7	70	2	20	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	9	3	33	3	33	1	11	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	1	13	1	13	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	14	7	50	0	0	1	7	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	7	4	57	0	0	1	14	0	0	0	0	0	0	0	0
OVER 10,000,000	15	3	20	7	47	4	27	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	0	0	18	39	10	22	3	7	1	2	3	7	2	4
FORM OF BUSINESS															
COMMERCIAL PRINTING	20	0	0	11	55	4	20	1	5	1	5	0	0	1	5
MAGAZINE & PERIODICALS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	6	0	0	3	50	1	17	0	0	0	0	1	17	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	2	67	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	1	50	0	0	0	0	1	50	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0	0	0	1	14	1	14
BOOK PRINTING	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	3	75	1	25	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	7	0	0	1	14	1	14	0	0	0	0	0	0	0	0
MID-WEST	15	0	0	6	40	3	20	2	13	0	0	0	0	1	7
FAR-WEST	5	0	0	1	20	1	20	1	20	0	0	0	0	1	20
SOUTH-EAST	17	0	0	9	53	4	24	0	0	1	6	3	18	0	0
CANADIAN PROVINCES	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	26	0	0	11	42	4	15	2	8	1	4	3	12	1	4
UNION SHOP	10	0	0	3	30	4	40	1	10	0	0	0	0	1	10
COMBINATION SHOP	9	0	0	3	33	2	22	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	4	50	4	50	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	14	0	0	7	50	2	14	1	7	0	0	1	7	0	0
5,000,001 - 10,000,000	7	0	0	2	29	3	43	1	14	0	0	1	14	0	0
OVER 10,000,000	15	0	0	4	27	1	7	1	7	1	7	1	7	2	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	2	4	3	7	4	9
FORM OF BUSINESS							
COMMERCIAL PRINTING	20	0	0	1	5	1	5
MAGAZINE & PERIODICALS	1	0	0	0	0	0	0
ADVERTISING MATERIALS	6	0	0	0	0	1	17
CATALOGS & DIRECTORIES	3	0	0	0	0	1	33
LABELS AND WRAPPERS	2	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	7	2	29	2	29	1	14
BOOK PRINTING	1	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	7	2	29	1	14	2	29
MID-WEST	15	0	0	2	13	1	7
FAR-WEST	5	0	0	0	0	1	20
SOUTH-EAST	17	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	26	0	0	0	0	4	15
UNION SHOP	10	0	0	1	10	0	0
COMBINATION SHOP	9	2	22	2	22	0	0
UNANSWERED	1	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	2	0	0	0	0	1	50
500,001 - 1,500,000	3	0	0	0	0	0	0
1,500,001 - 5,000,000	14	0	0	0	0	3	21
5,000,001 - 10,000,000	7	0	0	0	0	0	0
OVER 10,000,000	15	2	13	3	20	0	0
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	0	0	9	20	7	15	1	2	8	17	3	7	5	11
FORM OF BUSINESS															
COMMERCIAL PRINTING	20	0	0	4	20	3	15	1	5	2	10	2	10	0	0
MAGAZINE & PERIODICALS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	6	0	0	4	67	0	0	0	0	1	17	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	2	67	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	1	50	1	50	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	1	14	0	0	0	0	1	14	0	0	4	57
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	1	25	0	0	3	75	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	7	0	0	1	14	1	14	0	0	1	14	0	0	3	43
MID-WEST	15	0	0	2	13	1	7	0	0	0	0	2	13	2	13
FAR-WEST	5	0	0	2	40	1	20	0	0	0	0	0	0	0	0
SOUTH-EAST	17	0	0	4	24	3	18	1	6	6	35	1	6	0	0
CANADIAN PROVINCES	2	0	0	0	0	1	50	0	0	1	50	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	26	0	0	7	27	3	12	1	4	7	27	1	4	0	0
UNION SHOP	10	0	0	1	10	2	20	0	0	0	0	1	10	1	10
COMBINATION SHOP	9	0	0	1	11	2	22	0	0	1	11	1	11	3	33
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
SALES VOLUME															
UNDER $500,000	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	2	25	3	38	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	14	0	0	4	29	2	14	0	0	2	14	0	0	0	0
5,000,001 - 10,000,000	7	0	0	1	14	2	29	0	0	2	29	1	14	0	0
OVER 10,000,000	15	0	0	1	7	0	0	1	7	4	27	2	13	5	33
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	0	0	0	0	0	0	13	28
FORM OF BUSINESS									
COMMERCIAL PRINTING	20	0	0	0	0	0	0	8	40
MAGAZINE & PERIODICALS	1	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	6	0	0	0	0	0	0	1	17
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	1	33
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	1	14
BOOK PRINTING	1	0	0	0	0	0	0	1	100
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	7	0	0	0	0	0	0	1	14
MID-WEST	15	0	0	0	0	0	0	8	53
FAR-WEST	5	0	0	0	0	0	0	2	40
SOUTH-EAST	17	0	0	0	0	0	0	2	12
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	26	0	0	0	0	0	0	7	27
UNION SHOP	10	0	0	0	0	0	0	5	50
COMBINATION SHOP	9	0	0	0	0	0	0	1	11
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	0	0	1	50
500,001 - 1,500,000	8	0	0	0	0	0	0	3	38
1,500,001 - 5,000,000	14	0	0	0	0	0	0	6	43
5,000,001 - 10,000,000	7	0	0	0	0	0	0	1	14
OVER 10,000,000	15	0	0	0	0	0	0	2	13
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	0	0	1	2	0	0	0	0	3	7	4	9	8	17
FORM OF BUSINESS															
COMMERCIAL PRINTING	20	0	0	1	5	0	0	0	0	1	5	2	10	2	10
MAGAZINE & PERIODICALS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	6	0	0	0	0	0	0	0	0	1	17	0	0	1	17
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0	1	33	0	0	1	33
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0	0	0	1	14	2	29
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0	0	0	1	25	1	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	7	0	0	0	0	0	0	0	0	1	14	0	0	1	14
MID-WEST	15	0	0	0	0	0	0	0	0	0	0	1	7	2	13
FAR-WEST	5	0	0	0	0	0	0	0	0	0	0	0	0	1	20
SOUTH-EAST	17	0	0	1	6	0	0	0	0	2	12	3	18	4	24
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	26	0	0	1	4	0	0	0	0	3	12	4	15	6	23
UNION SHOP	10	0	0	0	0	0	0	0	0	0	0	0	0	2	20
COMBINATION SHOP	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
500,001 - 1,500,000	8	0	0	0	0	0	0	0	0	1	13	1	13	2	25
1,500,001 - 5,000,000	14	0	0	1	7	0	0	0	0	0	0	0	0	3	21
5,000,001 - 10,000,000	7	0	0	0	0	0	0	0	0	1	14	0	0	0	0
OVER 10,000,000	15	0	0	0	0	0	0	0	0	0	0	3	20	3	20
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	12	26	11	24	7	15	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	20	4	20	5	25	5	25	0	0
MAGAZINE & PERIODICALS	1	1	100	0	0	0	0	0	0
ADVERTISING MATERIALS	6	0	0	3	50	1	17	0	0
CATALOGS & DIRECTORIES	3	1	33	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	1	50	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	3	43	1	14	0	0	0	0
BOOK PRINTING	1	0	0	1	100	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	4	1	25	1	25	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	7	2	29	1	14	2	29	0	0
MID-WEST	15	2	13	6	40	4	27	0	0
FAR-WEST	5	3	60	1	20	0	0	0	0
SOUTH-EAST	17	4	24	3	18	0	0	0	0
CANADIAN PROVINCES	2	1	50	0	0	1	50	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	26	5	19	3	12	4	15	0	0
UNION SHOP	10	3	30	4	40	1	10	0	0
COMBINATION SHOP	9	3	33	4	44	2	22	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	1	50	0	0
500,001 - 1,500,000	8	1	13	3	38	0	0	0	0
1,500,001 - 5,000,000	14	3	21	3	21	4	29	0	0
5,000,001 - 10,000,000	7	4	57	1	14	1	14	0	0
OVER 10,000,000	15	4	27	4	27	1	7	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - LETTERPRESS FOREMAN

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	46	12	26	5	11	10	22	9	20	6	13	4	9	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	20	6	30	2	10	3	15	5	25	1	5	3	15	0	0
MAGAZINE & PERIODICALS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
ADVERTISING MATERIALS	6	2	33	0	0	0	0	0	0	3	50	1	17	0	0
CATALOGS & DIRECTORIES	3	1	33	0	0	1	33	1	33	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	1	50	1	50	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	3	43	0	0	4	57	0	0	0	0	0	0	0	0
BOOK PRINTING	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	2	50	2	50	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	7	4	57	0	0	0	0	2	29	0	0	1	14	0	0
MID-WEST	15	3	20	2	13	2	13	3	20	3	20	2	13	0	0
FAR-WEST	5	0	0	2	40	2	40	0	0	0	0	1	20	0	0
SOUTH-EAST	17	5	29	1	6	5	29	3	18	3	18	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	1	50	1	50	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	26	7	27	3	12	6	23	6	23	2	8	2	8	0	0
UNION SHOP	10	1	10	1	10	3	30	0	0	3	30	2	20	0	0
COMBINATION SHOP	9	4	44	0	0	1	11	3	33	1	11	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	1	50	0	0	0	0	0	0	0	0	1	50	0	0
500,001 - 1,500,000	8	2	25	0	0	2	25	1	13	2	25	1	13	0	0
1,500,001 - 5,000,000	14	3	21	0	0	3	21	4	29	2	14	2	14	0	0
5,000,001 - 10,000,000	7	2	29	2	29	1	14	1	14	1	14	0	0	0	0
OVER 10,000,000	15	4	27	3	20	4	27	3	20	1	7	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Offset Foreman

PROFILE OF ANNUAL SALARY - OFFSET FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	274	0	0	1	0	1	0	5	2	4	1	12	4	25	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	136	0	0	1	1	1	1	4	3	4	3	7	5	14	10
MAGAZINE & PERIODICALS	37	0	0	0	0	0	0	0	0	0	0	1	3	2	5
ADVERTISING MATERIALS	32	0	0	0	0	0	0	1	3	0	0	0	0	4	13
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	0	0	0	0	0	0	1	17
LABELS AND WRAPPERS	7	0	0	0	0	0	0	0	0	0	0	0	0	1	14
FINANCIAL AND LEGAL	3	0	0	0	0	0	0	0	0	0	0	0	0	1	33
NEWSPAPERS	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	18	0	0	0	0	0	0	0	0	0	0	0	0	1	6
BOOK PRINTING	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	0	0	0	0	0	0	0	0	0	0	4	27	1	7
UNANSWERED	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	43	0	0	0	0	1	2	0	0	1	2	1	2	5	12
MID-WEST	95	0	0	0	0	0	0	2	2	1	1	2	2	7	7
FAR-WEST	32	0	0	0	0	0	0	0	0	0	0	1	3	7	22
SOUTH-EAST	89	0	0	1	1	0	0	3	3	2	2	8	9	6	7
CANADIAN PROVINCES	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	165	0	0	1	1	1	1	5	3	4	2	11	7	14	8
UNION SHOP	72	0	0	0	0	0	0	0	0	0	0	1	1	7	10
COMBINATION SHOP	35	0	0	0	0	0	0	0	0	0	0	0	0	3	9
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
SALES VOLUME															
UNDER $500,000	16	0	0	0	0	0	0	5	31	1	6	5	31	2	13
500,001 - 1,500,000	38	0	0	1	3	0	0	0	0	1	3	2	5	9	24
1,500,001 - 5,000,000	83	0	0	0	0	0	0	0	0	2	2	5	6	10	12
5,000,001 - 10,000,000	55	0	0	0	0	1	2	0	0	0	0	0	0	2	4
OVER 10,000,000	81	0	0	0	0	0	0	0	0	0	0	0	0	1	1
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100

PROFILE OF ANNUAL SALARY - OFFSET FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	274	81	30	80	29	54	20	6	2	3	1	1	0	1	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	136	37	27	44	32	21	15	3	2	0	0	0	0	0	0
MAGAZINE & PERIODICALS	37	11	30	11	30	10	27	2	5	0	0	0	0	0	0
ADVERTISING MATERIALS	32	5	16	8	25	12	38	0	0	1	3	0	0	1	3
CATALOGS & DIRECTORIES	6	0	0	2	33	2	33	1	17	0	0	0	0	0	0
LABELS AND WRAPPERS	7	4	57	1	14	1	14	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	3	1	33	0	0	1	33	0	0	0	0	0	0	0	0
NEWSPAPERS	4	1	25	2	50	1	25	0	0	0	0	0	0	0	0
BUSINESSS FORMS	18	10	56	5	28	2	11	0	0	0	0	0	0	0	0
BOOK PRINTING	10	7	70	1	10	2	20	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	3	20	5	33	2	13	0	0	0	0	0	0	0	0
UNANSWERED	4	1	25	0	0	0	0	0	0	2	50	1	25	0	0
GEOGRAPHIC REGION															
NORTH-EAST	43	13	30	12	28	9	21	1	2	0	0	0	0	0	0
MID-WEST	95	20	21	30	32	28	29	2	2	2	2	1	1	0	0
FAR-WEST	32	10	31	10	31	3	9	0	0	0	0	0	0	1	3
SOUTH-EAST	89	34	38	22	25	9	10	3	3	1	1	0	0	0	0
CANADIAN PROVINCES	15	4	27	6	40	5	33	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	165	56	34	48	29	22	13	2	1	1	1	0	0	0	0
UNION SHOP	72	16	22	20	28	21	29	4	6	2	3	1	1	0	0
COMBINATION SHOP	35	9	26	11	31	11	31	0	0	0	0	0	0	1	3
UNANSWERED	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	16	3	19	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	38	16	42	9	24	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	83	20	24	32	39	13	16	0	0	1	1	0	0	0	0
5,000,001 - 10,000,000	55	21	38	14	25	13	24	4	7	0	0	0	0	0	0
OVER 10,000,000	81	21	26	25	31	28	35	2	2	2	2	1	1	1	1
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - OFFSET FOREMAN

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	274	175	64	28	10	27	10	12	4	15	5	7	3	5	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	136	84	62	17	13	16	12	4	3	8	6	1	1	3	2
MAGAZINE & PERIODICALS	37	19	51	2	5	6	16	6	16	3	8	1	3	0	0
ADVERTISING MATERIALS	32	19	59	7	22	1	3	0	0	1	3	1	3	1	3
CATALOGS & DIRECTORIES	6	5	83	1	17	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	7	6	86	0	0	0	0	0	0	0	0	1	14	0	0
FINANCIAL AND LEGAL	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	4	4	100	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	18	14	78	0	0	1	6	0	0	1	6	2	11	0	0
BOOK PRINTING	10	7	70	1	10	1	10	0	0	1	10	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
OTHER	15	9	60	0	0	2	13	1	7	1	7	1	7	1	7
UNANSWERED	4	4	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	43	27	63	3	7	6	14	1	2	5	12	1	2	0	0
MID-WEST	95	70	74	10	11	7	7	1	1	4	4	0	0	1	1
FAR-WEST	32	23	72	3	9	1	3	0	0	3	9	1	3	0	0
SOUTH-EAST	89	44	49	9	10	13	15	10	11	2	2	5	6	4	4
CANADIAN PROVINCES	15	11	73	3	20	0	0	0	0	1	7	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	165	88	53	21	13	23	14	10	6	11	7	4	2	5	3
UNION SHOP	72	55	76	5	7	4	6	2	3	4	6	0	0	0	0
COMBINATION SHOP	35	31	89	2	6	0	0	0	0	0	0	2	5	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	1	50	0	0
SALES VOLUME															
UNDER $500,000	16	7	44	4	25	4	25	0	0	0	0	0	0	1	6
$500,001 - 1,500,000	38	21	55	9	24	4	11	1	3	1	3	1	3	1	3
1,500,001 - 5,000,000	83	53	64	8	10	9	11	2	2	4	5	1	1	1	1
5,000,001 - 10,000,000	55	33	60	6	11	5	9	5	9	4	7	2	4	0	0
OVER 10,000,000	81	60	74	1	1	5	6	4	5	6	7	3	4	2	2
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - OFFSET FOREMAN

	NUMBER OF RESPONDENTS NO.	$4,001 TO $5,000 NO.	$4,001 TO $5,000 PCT.	$5,001 TO $7,500 NO.	$5,001 TO $7,500 PCT.	$7,501 TO $10,000 NO.	$7,501 TO $10,000 PCT.	OVER $10,000 NO.	OVER $10,000 PCT.
TOTAL, ALL RESPONDENTS	274	3	1	2	1	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	136	1	1	2	1	0	0	0	0
MAGAZINE & PERIODICALS	37	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	32	2	6	0	0	0	0	0	0
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	7	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	3	0	0	0	0	0	0	0	0
NEWSPAPERS	4	0	0	0	0	0	0	0	0
BUSINESSS FORMS	18	0	0	0	0	0	0	0	0
BOOK PRINTING	10	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0
OTHER	15	0	0	0	0	0	0	0	0
UNANSWERED	4	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	43	0	0	0	0	0	0	0	0
MID-WEST	95	1	1	1	1	0	0	0	0
FAR-WEST	32	1	3	0	0	0	0	0	0
SOUTH-EAST	89	1	1	1	1	0	0	0	0
CANADIAN PROVINCES	15	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	165	2	1	1	1	0	0	0	0
UNION SHOP	72	1	1	1	1	0	0	0	0
COMBINATION SHOP	35	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	16	0	0	0	0	0	0	0	0
500,001 - 1,500,000	38	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	83	3	4	2	2	0	0	0	0
5,000,001 - 10,000,000	55	0	0	0	0	0	0	0	0
OVER 10,000,000	81	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - OFFSET FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	274	0	0	0	0	1	0	6	2	4	1	7	3	25	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	136	0	0	0	0	1	1	5	4	4	3	2	1	16	12
MAGAZINE & PERIODICALS	37	0	0	0	0	0	0	0	0	0	0	1	3	2	5
ADVERTISING MATERIALS	32	0	0	0	0	0	0	1	3	0	0	0	0	3	9
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	0	0	0	0	0	0	1	17
LABELS AND WRAPPERS	7	0	0	0	0	0	0	0	0	0	0	0	0	1	14
FINANCIAL AND LEGAL	3	0	0	0	0	0	0	0	0	0	0	0	0	1	33
NEWSPAPERS	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	18	0	0	0	0	0	0	0	0	0	0	0	0	1	6
BOOK PRINTING	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	0	0	0	0	0	0	0	0	0	0	4	27	0	0
UNANSWERED	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	43	0	0	0	0	0	0	1	2	1	2	0	0	4	9
MID-WEST	95	0	0	0	0	0	0	2	2	1	1	2	2	7	7
FAR-WEST	32	0	0	0	0	0	0	0	0	0	0	0	0	8	25
SOUTH-EAST	89	0	0	0	0	1	1	3	3	2	2	5	6	6	7
CANADIAN PROVINCES	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	165	0	0	0	0	1	1	6	4	4	2	7	4	15	9
UNION SHOP	72	0	0	0	0	0	0	0	0	0	0	0	0	7	10
COMBINATION SHOP	35	0	0	0	0	0	0	0	0	0	0	0	0	3	9
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	16	0	0	0	0	0	0	5	31	1	6	3	19	2	13
500,001 - 1,500,000	38	0	0	0	0	1	3	0	0	1	3	1	3	8	21
1,500,001 - 5,000,000	83	0	0	0	0	0	0	0	0	2	2	3	4	12	14
5,000,001 - 10,000,000	55	0	0	0	0	0	0	1	2	0	0	0	0	1	2
OVER 10,000,000	81	0	0	0	0	0	0	0	0	0	0	0	0	1	1
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100

PROFILE BY TOTAL ANNUAL SALARY - OFFSET FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	274	75	27	83	30	60	22	7	3	3	1	2	1	1	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	136	37	27	43	32	24	18	3	2	1	1	0	0	0	0
MAGAZINE & PERIODICALS	37	8	22	14	38	9	24	3	8	0	0	0	0	0	0
ADVERTISING MATERIALS	32	5	16	7	22	14	44	0	0	0	0	1	3	1	3
CATALOGS & DIRECTORIES	6	0	0	2	33	2	33	1	17	0	0	0	0	0	0
LABELS AND WRAPPERS	7	4	57	1	14	1	14	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	3	1	33	0	0	1	33	0	0	0	0	0	0	0	0
NEWSPAPERS	4	1	25	2	50	1	25	0	0	0	0	0	0	0	0
BUSINESSS FORMS	18	8	44	7	39	2	11	0	0	0	0	0	0	0	0
BOOK PRINTING	10	7	70	0	0	3	30	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	2	13	6	40	3	20	0	0	0	0	0	0	0	0
UNANSWERED	4	1	25	0	0	0	0	0	0	2	50	1	25	0	0
GEOGRAPHIC REGION															
NORTH-EAST	43	14	33	13	30	8	19	1	2	1	2	0	0	0	0
MID-WEST	95	19	20	26	27	33	35	2	2	2	2	1	1	0	0
FAR-WEST	32	8	25	11	34	4	13	0	0	0	0	0	0	1	3
SOUTH-EAST	89	30	34	28	31	9	10	4	4	0	0	1	1	0	0
CANADIAN PROVINCES	15	4	27	5	33	6	40	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	165	49	30	52	32	27	16	3	2	0	0	1	1	0	0
UNION SHOP	72	17	24	18	25	22	31	4	6	3	4	1	1	0	0
COMBINATION SHOP	35	8	23	12	34	11	31	0	0	0	0	0	0	1	3
UNANSWERED	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	16	5	31	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	38	16	42	10	26	1	3	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	83	17	20	31	37	15	18	2	2	0	0	1	1	0	0
5,000,001 - 10,000,000	55	18	33	17	31	14	25	3	5	1	2	0	0	0	0
OVER 10,000,000	81	19	23	25	31	30	37	2	2	2	2	1	1	1	1
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - OFFSET FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	274	0	0	22	8	72	26	53	19	44	16	34	12	14	5
FORM OF BUSINESS															
COMMERCIAL PRINTING	136	0	0	8	6	46	34	30	22	24	18	13	10	5	4
MAGAZINE & PERIODICALS	37	0	0	1	3	10	27	4	11	2	5	9	24	3	8
ADVERTISING MATERIALS	32	0	0	7	22	4	13	8	25	3	9	2	6	0	0
CATALOGS & DIRECTORIES	6	0	0	1	17	1	17	1	17	1	17	0	0	1	17
LABELS AND WRAPPERS	7	0	0	0	0	1	14	1	14	3	43	1	14	0	0
FINANCIAL AND LEGAL	3	0	0	1	33	0	0	1	33	1	33	0	0	0	0
NEWSPAPERS	4	0	0	0	0	1	25	3	75	0	0	0	0	0	0
BUSINESSS FORMS	18	0	0	0	0	1	6	2	11	7	39	4	22	4	22
BOOK PRINTING	10	0	0	0	0	2	20	1	10	1	10	3	30	1	10
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
OTHER	15	0	0	3	20	6	40	1	7	1	7	2	13	0	0
UNANSWERED	4	0	0	0	0	0	0	1	25	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	43	0	0	3	7	4	9	10	23	6	14	5	12	4	9
MID-WEST	95	0	0	7	7	26	27	13	14	17	18	9	9	4	4
FAR-WEST	32	0	0	1	3	16	50	5	16	5	16	1	3	2	6
SOUTH-EAST	89	0	0	10	11	22	25	20	22	14	16	18	20	3	3
CANADIAN PROVINCES	15	0	0	1	7	4	27	5	33	2	13	1	7	1	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	165	0	0	17	10	50	30	34	21	28	17	17	10	3	2
UNION SHOP	72	0	0	3	4	16	22	15	21	14	19	5	7	6	8
COMBINATION SHOP	35	0	0	1	3	6	17	4	11	2	6	12	34	5	14
UNANSWERED	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	16	0	0	5	31	9	56	2	13	0	0	0	0	0	0
500,001 - 1,500,000	38	0	0	3	8	27	71	7	18	0	0	0	0	0	0
1,500,001 - 5,000,000	83	0	0	7	8	17	20	25	30	18	22	8	10	0	0
5,000,001 - 10,000,000	55	0	0	3	5	8	15	12	22	14	25	7	13	4	7
OVER 10,000,000	81	0	0	3	4	11	14	7	9	12	15	19	23	10	12
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - OFFSET FOREMAN

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	274	4	1	7	3	24	9
FORM OF BUSINESS							
COMMERCIAL PRINTING	136	0	0	3	2	7	5
MAGAZINE & PERIODICALS	37	1	3	0	0	7	19
ADVERTISING MATERIALS	32	0	0	3	9	5	16
CATALOGS & DIRECTORIES	6	1	17	0	0	0	0
LABELS AND WRAPPERS	7	0	0	0	0	1	14
FINANCIAL AND LEGAL	3	0	0	0	0	0	0
NEWSPAPERS	4	0	0	0	0	0	0
BUSINESSS FORMS	18	0	0	0	0	0	0
BOOK PRINTING	10	1	10	1	10	0	0
GREETING CARDS	1	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0
OTHER	15	0	0	0	0	2	13
UNANSWERED	4	1	25	0	0	2	50
GEOGRAPHIC REGION							
NORTH-EAST	43	0	0	0	0	11	26
MID-WEST	95	2	2	7	7	10	11
FAR-WEST	32	0	0	0	0	2	6
SOUTH-EAST	89	1	1	0	0	1	1
CANADIAN PROVINCES	15	1	7	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	165	2	1	1	1	13	8
UNION SHOP	72	2	3	2	3	9	13
COMBINATION SHOP	35	0	0	4	11	1	3
UNANSWERED	2	0	0	0	0	1	50
SALES VOLUME							
UNDER $500,000	16	0	0	0	0	0	0
500,001 - 1,500,000	38	0	0	0	0	1	3
1,500,001 - 5,000,000	83	0	0	0	0	8	10
5,000,001 - 10,000,000	55	2	4	0	0	5	9
OVER 10,000,000	81	2	2	7	9	10	12
UNANSWERED	1	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - OFFSET FOREMAN

	NUMBER OF RESPONDENTS NO.	NONE NO.	NONE PCT.	1 TO 2 NO.	1 TO 2 PCT.	3 TO 6 NO.	3 TO 6 PCT.	7 TO 14 NO.	7 TO 14 PCT.	15 TO 30 NO.	15 TO 30 PCT.	31 TO 60 NO.	31 TO 60 PCT.	61 TO 120 NO.	61 TO 120 PCT.
TOTAL, ALL RESPONDENTS	274	0	0	29	11	54	20	58	21	60	22	14	5	4	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	136	0	0	16	12	36	26	28	21	23	17	3	2	0	0
MAGAZINE & PERIODICALS	37	0	0	3	8	6	16	7	19	13	35	3	8	1	3
ADVERTISING MATERIALS	32	0	0	2	6	3	9	6	19	8	25	4	13	0	0
CATALOGS & DIRECTORIES	6	0	0	0	0	1	17	0	0	2	33	0	0	1	17
LABELS AND WRAPPERS	7	0	0	2	29	1	14	0	0	2	29	0	0	0	0
FINANCIAL AND LEGAL	3	0	0	2	67	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	4	0	0	0	0	1	25	1	25	0	0	0	0	0	0
BUSINESSS FORMS	18	0	0	3	17	1	6	6	33	5	28	1	6	2	11
BOOK PRINTING	10	0	0	0	0	1	10	2	20	3	30	3	30	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
OTHER	15	0	0	1	7	4	27	6	40	3	20	0	0	0	0
UNANSWERED	4	0	0	0	0	0	0	1	25	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	43	0	0	4	9	5	12	13	30	11	26	0	0	2	5
MID-WEST	95	0	0	6	6	17	18	20	21	21	22	9	9	1	1
FAR-WEST	32	0	0	7	22	14	44	4	13	3	9	1	3	0	0
SOUTH-EAST	89	0	0	11	12	17	19	17	19	22	25	4	4	1	1
CANADIAN PROVINCES	15	0	0	1	7	1	7	4	27	3	20	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	165	0	0	23	14	39	24	39	24	26	16	5	3	1	1
UNION SHOP	72	0	0	4	6	11	15	16	22	19	26	3	4	1	1
COMBINATION SHOP	35	0	0	2	6	4	11	2	6	14	40	6	17	2	6
UNANSWERED	2	0	0	0	0	0	0	1	50	1	50	0	0	0	0
SALES VOLUME															
UNDER $500,000	16	0	0	8	50	7	44	0	0	0	0	0	0	0	0
500,001 - 1,500,000	38	0	0	6	16	23	61	4	11	0	0	0	0	0	0
1,500,001 - 5,000,000	83	0	0	8	10	14	17	30	36	8	10	0	0	0	0
5,000,001 - 10,000,000	55	0	0	2	4	9	16	15	27	14	25	2	4	0	0
OVER 10,000,000	81	0	0	4	5	1	1	9	11	38	47	12	15	4	5
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - OFFSET FOREMAN

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	274	2	1	0	0	0	0	53	19
FORM OF BUSINESS									
COMMERCIAL PRINTING	136	0	0	0	0	0	0	30	22
MAGAZINE & PERIODICALS	37	1	3	0	0	0	0	3	8
ADVERTISING MATERIALS	32	0	0	0	0	0	0	9	28
CATALOGS & DIRECTORIES	6	1	17	0	0	0	0	1	17
LABELS AND WRAPPERS	7	0	0	0	0	0	0	2	29
FINANCIAL AND LEGAL	3	0	0	0	0	0	0	1	33
NEWSPAPERS	4	0	0	0	0	0	0	2	50
BUSINESSS FORMS	18	0	0	0	0	0	0	0	0
BOOK PRINTING	10	0	0	0	0	0	0	1	10
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0
OTHER	15	0	0	0	0	0	0	1	7
UNANSWERED	4	0	0	0	0	0	0	3	75
GEOGRAPHIC REGION									
NORTH-EAST	43	0	0	0	0	0	0	8	19
MID-WEST	95	0	0	0	0	0	0	21	22
FAR-WEST	32	0	0	0	0	0	0	3	9
SOUTH-EAST	89	2	2	0	0	0	0	15	17
CANADIAN PROVINCES	15	0	0	0	0	0	0	6	40
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	165	0	0	0	0	0	0	32	19
UNION SHOP	72	1	1	0	0	0	0	17	24
COMBINATION SHOP	35	1	3	0	0	0	0	4	11
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	16	0	0	0	0	0	0	1	6
500,001 - 1,500,000	38	0	0	0	0	0	0	5	13
1,500,001 - 5,000,000	83	0	0	0	0	0	0	23	28
5,000,001 - 10,000,000	55	0	0	0	0	0	0	13	24
OVER 10,000,000	81	2	2	0	0	0	0	11	14
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - OFFSET FOREMAN

	NUMBER OF RESPONDENTS NO.	UNDER 22 NO.	UNDER 22 PCT.	22 TO 25 NO.	22 TO 25 PCT.	26 TO 30 NO.	26 TO 30 PCT.	31 TO 35 NO.	31 TO 35 PCT.	36 TO 40 NO.	36 TO 40 PCT.	41 TO 45 NO.	41 TO 45 PCT.	46 TO 50 NO.	46 TO 50 PCT.
TOTAL, ALL RESPONDENTS	274	1	0	9	3	15	5	40	15	49	18	42	15	41	15
FORM OF BUSINESS															
COMMERCIAL PRINTING	136	1	1	4	3	12	9	18	13	24	18	25	18	18	13
MAGAZINE & PERIODICALS	37	0	0	0	0	0	0	8	22	9	24	2	5	6	16
ADVERTISING MATERIALS	32	0	0	3	9	0	0	5	16	8	25	5	16	7	22
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	3	50	1	17	0	0	1	17
LABELS AND WRAPPERS	7	0	0	0	0	0	0	0	0	1	14	0	0	0	0
FINANCIAL AND LEGAL	3	0	0	0	0	0	0	0	0	0	0	0	0	2	67
NEWSPAPERS	4	0	0	0	0	0	0	1	25	1	25	1	25	0	0
BUSINESSS FORMS	18	0	0	0	0	1	6	2	11	3	17	3	17	2	11
BOOK PRINTING	10	0	0	1	10	0	0	1	10	1	10	2	20	1	10
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
OTHER	15	0	0	1	7	2	13	2	13	1	7	2	13	3	20
UNANSWERED	4	0	0	0	0	0	0	0	0	0	0	1	25	1	25
GEOGRAPHIC REGION															
NORTH-EAST	43	0	0	0	0	2	5	6	14	7	16	8	19	5	12
MID-WEST	95	1	1	5	5	6	6	9	9	11	12	12	13	17	18
FAR-WEST	32	0	0	0	0	5	16	4	13	5	16	4	13	5	16
SOUTH-EAST	89	0	0	4	4	1	1	17	19	22	25	17	19	12	13
CANADIAN PROVINCES	15	0	0	0	0	1	7	4	27	4	27	1	7	2	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	165	0	0	9	5	10	6	27	16	36	22	26	16	22	13
UNION SHOP	72	0	0	0	0	4	6	11	15	7	10	12	17	11	15
COMBINATION SHOP	35	1	3	0	0	0	0	2	6	6	17	4	11	8	23
UNANSWERED	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	16	0	0	4	25	4	25	3	19	0	0	1	6	1	6
500,001 - 1,500,000	38	0	0	1	3	5	13	6	16	4	11	8	21	4	11
1,500,001 - 5,000,000	83	1	1	2	2	1	1	10	12	22	27	15	18	15	18
5,000,001 - 10,000,000	55	0	0	2	4	3	5	10	18	9	16	12	22	8	15
OVER 10,000,000	81	0	0	0	0	2	2	11	14	14	17	6	7	12	15
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100

PROFILE BY PRESENT AGE OF EMPLOYEE - OFFSET FOREMAN

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	274	32	12	21	8	10	4	14	5
FORM OF BUSINESS									
COMMERCIAL PRINTING	136	19	14	6	4	3	2	6	4
MAGAZINE & PERIODICALS	37	3	8	6	16	2	5	1	3
ADVERTISING MATERIALS	32	1	3	1	3	1	3	1	3
CATALOGS & DIRECTORIES	6	1	17	0	0	0	0	0	0
LABELS AND WRAPPERS	7	1	14	2	29	2	29	1	14
FINANCIAL AND LEGAL	3	0	0	0	0	0	0	1	33
NEWSPAPERS	4	1	25	0	0	0	0	0	0
BUSINESSS FORMS	18	2	11	3	17	0	0	2	11
BOOK PRINTING	10	2	20	1	10	0	0	1	10
GREETING CARDS	1	0	0	0	0	1	100	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0
OTHER	15	1	7	2	13	1	7	0	0
UNANSWERED	4	1	25	0	0	0	0	1	25
GEOGRAPHIC REGION									
NORTH-EAST	43	5	12	5	12	2	5	3	7
MID-WEST	95	24	25	2	2	2	2	6	6
FAR-WEST	32	0	0	4	13	3	9	2	6
SOUTH-EAST	89	3	3	8	9	3	3	2	2
CANADIAN PROVINCES	15	0	0	2	13	0	0	1	7
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	165	10	6	11	7	5	3	9	5
UNION SHOP	72	16	22	5	7	4	6	2	3
COMBINATION SHOP	35	6	17	5	14	0	0	3	9
UNANSWERED	2	0	0	0	0	1	50	0	0
SALES VOLUME									
UNDER $500,000	16	0	0	1	6	1	6	1	6
500,001 - 1,500,000	38	5	13	2	5	0	0	3	8
1,500,001 - 5,000,000	83	8	10	1	1	2	2	6	7
5,000,001 - 10,000,000	55	1	2	4	7	2	4	4	7
OVER 10,000,000	81	18	22	13	16	5	6	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - OFFSET FOREMAN

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	274	88	32	40	15	50	18	39	14	21	8	2	1	34	12
FORM OF BUSINESS															
COMMERCIAL PRINTING	136	47	35	24	18	19	14	17	13	14	10	1	1	14	10
MAGAZINE & PERIODICALS	37	9	24	2	5	9	24	5	14	6	16	0	0	6	16
ADVERTISING MATERIALS	32	12	38	7	22	5	16	5	16	0	0	0	0	3	9
CATALOGS & DIRECTORIES	6	2	33	0	0	4	67	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	7	0	0	0	0	1	14	2	29	0	0	0	0	4	57
FINANCIAL AND LEGAL	3	1	33	0	0	0	0	1	33	0	0	0	0	1	33
NEWSPAPERS	4	2	50	0	0	1	25	1	25	0	0	0	0	0	0
BUSINESSS FORMS	18	8	44	2	11	6	33	2	11	0	0	0	0	0	0
BOOK PRINTING	10	3	30	2	20	0	0	3	30	0	0	1	10	1	10
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
OTHER	15	3	20	3	20	4	27	3	20	1	7	0	0	1	7
UNANSWERED	4	0	0	0	0	0	0	0	0	0	0	0	0	4	100
GEOGRAPHIC REGION															
NORTH-EAST	43	10	23	6	14	6	14	13	30	1	2	0	0	7	16
MID-WEST	95	31	33	13	14	20	21	13	14	8	8	1	1	9	9
FAR-WEST	32	9	28	6	19	4	13	5	16	4	13	1	3	3	9
SOUTH-EAST	89	32	36	12	13	18	20	7	8	8	9	0	0	12	13
CANADIAN PROVINCES	15	6	40	3	20	2	13	1	7	0	0	0	0	3	20
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	165	55	33	26	16	27	16	19	12	13	8	1	1	24	15
UNION SHOP	72	18	25	9	13	18	25	11	15	8	11	1	1	7	10
COMBINATION SHOP	35	14	40	5	14	5	14	8	23	0	0	0	0	3	9
UNANSWERED	2	1	50	0	0	0	0	1	50	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	16	11	69	2	13	1	6	1	6	1	6	0	0	0	0
500,001 - 1,500,000	38	8	21	9	24	7	18	3	8	2	5	1	3	8	21
1,500,001 - 5,000,000	83	27	33	16	19	8	10	16	19	6	7	0	0	10	12
5,000,001 - 10,000,000	55	16	29	5	9	15	27	8	15	6	11	0	0	5	9
OVER 10,000,000	81	25	31	8	10	19	23	11	14	6	7	1	1	11	14
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0

Bindery Foreman

PROFILE OF ANNUAL SALARY - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
OTAL, ALL RESPONDENTS	240	2	1	1	0	1	0	5	2	10	4	20	8	29	12
ORM OF BUSINESS															
COMMERCIAL PRINTING	123	2	2	1	1	1	1	5	4	4	3	11	9	17	14
MAGAZINE & PERIODICALS	32	0	0	0	0	0	0	0	0	1	3	3	9	2	6
ADVERTISING MATERIALS	22	0	0	0	0	0	0	0	0	1	5	1	5	2	9
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	0	0	1	17	0	0	1	17
LABELS AND WRAPPERS	7	0	0	0	0	0	0	0	0	0	0	1	14	2	29
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	0	0	0	0	0	0	0	0	0	0	1	8	1	8
BOOK PRINTING	19	0	0	0	0	0	0	0	0	0	0	1	5	2	11
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	13	0	0	0	0	0	0	0	0	1	8	2	15	2	15
UNANSWERED	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
EOGRAPHIC REGION															
NORTH-EAST	42	1	2	0	0	0	0	0	0	4	10	3	7	5	12
MID-WEST	78	0	0	0	0	1	1	1	1	1	1	7	9	11	14
FAR-WEST	27	0	0	0	0	0	0	0	0	0	0	3	11	4	15
SOUTH-EAST	80	1	1	1	1	0	0	4	5	4	5	6	7	9	11
CANADIAN PROVINCES	13	0	0	0	0	0	0	0	0	1	8	1	8	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NDUSTRIAL RELATIONS															
OPEN SHOP	156	2	1	1	1	1	1	5	3	9	6	15	10	22	14
UNION SHOP	51	0	0	0	0	0	0	0	0	1	2	3	6	2	4
COMBINATION SHOP	31	0	0	0	0	0	0	0	0	0	0	2	6	4	13
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
ALES VOLUME															
UNDER $500,000	9	0	0	1	11	0	0	4	44	1	11	0	0	1	11
500,001 - 1,500,000	34	1	3	0	0	1	3	1	3	5	15	7	21	5	15
1,500,001 - 5,000,000	81	0	0	0	0	0	0	0	0	3	4	12	15	16	20
5,000,001 - 10,000,000	38	1	3	0	0	0	0	0	0	0	0	1	3	3	8
OVER 10,000,000	77	0	0	0	0	0	0	0	0	0	0	0	0	4	5
UNANSWERED	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0

PROFILE OF ANNUAL SALARY - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	98	41	52	22	18	7	0	0	2	1	1	0	1	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	123	49	40	26	21	6	5	0	0	1	1	0	0	0	0
MAGAZINE & PERIODICALS	32	19	59	3	9	4	13	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	22	6	27	9	41	2	9	0	0	1	5	0	0	0	0
CATALOGS & DIRECTORIES	6	0	0	1	17	3	50	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	7	1	14	2	29	0	0	0	0	0	0	0	0	1	14
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	7	54	3	23	1	8	0	0	0	0	0	0	0	0
BOOK PRINTING	19	10	53	4	21	2	11	0	0	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	13	4	31	4	31	0	0	0	0	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	42	19	45	8	19	1	2	0	0	0	0	1	2	0	0
MID-WEST	78	23	29	27	35	6	8	0	0	1	1	0	0	0	0
FAR-WEST	27	13	48	3	11	3	11	0	0	1	4	0	0	0	0
SOUTH-EAST	80	35	44	13	16	6	7	0	0	0	0	0	0	1	1
CANADIAN PROVINCES	13	8	62	1	8	2	15	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	156	62	40	27	17	10	6	0	0	1	1	0	0	1	1
UNION SHOP	51	24	47	15	29	6	12	0	0	0	0	0	0	0	0
COMBINATION SHOP	31	11	35	10	32	2	6	0	0	1	3	1	3	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	2	22	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	34	12	35	2	6	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	81	29	36	18	22	3	4	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	38	21	55	5	13	6	16	0	0	0	0	1	3	0	0
OVER 10,000,000	77	34	44	27	35	9	12	0	0	2	3	0	0	1	1
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	148	62	32	13	16	7	15	6	9	4	11	5	4	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	123	75	61	19	15	8	7	7	6	2	2	6	5	2	2
MAGAZINE & PERIODICALS	32	16	50	3	9	5	16	4	13	4	13	0	0	0	0
ADVERTISING MATERIALS	22	13	59	5	23	1	5	0	0	0	0	1	5	1	5
CATALOGS & DIRECTORIES	6	5	83	1	17	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	7	5	71	0	0	1	14	0	0	0	0	1	14	0	0
FINANCIAL AND LEGAL	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	10	77	0	0	0	0	2	15	0	0	1	8	0	0
BOOK PRINTING	19	14	74	1	5	0	0	1	5	2	11	1	5	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	13	6	46	2	15	1	8	1	8	1	8	1	8	1	8
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	4[illegible]	28	67	6	14	3	7	2	5	2	5	1	2	0	0
MID-WEST	78	56	72	9	12	1	1	3	4	2	3	2	3	2	3
FAR-WEST	27	19	70	3	11	1	4	1	4	1	4	1	4	1	4
SOUTH-EAST	80	35	44	12	15	11	14	8	10	4	5	7	9	1	1
CANADIAN PROVINCES	13	10	77	2	15	0	0	1	8	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	156	81	52	25	16	15	10	11	7	7	4	10	6	3	2
UNION SHOP	51	39	76	5	10	1	2	3	6	1	2	0	0	1	2
COMBINATION SHOP	31	27	87	2	6	0	0	0	0	1	3	1	3	0	0
UNANSWERED	2	1	50	0	0	0	0	1	50	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	4	44	3	33	2	22	0	0	0	0	0	0	0	0
500,001 - 1,500,000	34	17	50	12	35	0	0	2	6	0	0	0	0	1	3
1,500,001 - 5,000,000	81	51	63	11	14	6	7	4	5	2	2	4	5	2	2
5,000,001 - 10,000,000	38	21	55	5	13	3	8	5	13	2	5	2	5	0	0
OVER 10,000,000	77	54	70	1	1	5	6	4	5	5	6	5	6	1	1
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	3	1	2	1	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	123	3	2	1	1	0	0	0	0
MAGAZINE & PERIODICALS	32	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	22	0	0	1	5	0	0	0	0
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	7	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	0	0	0	0	0	0	0	0
BOOK PRINTING	19	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	13	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	42	0	0	0	0	0	0	0	0
MID-WEST	78	1	1	2	3	0	0	0	0
FAR-WEST	27	0	0	0	0	0	0	0	0
SOUTH-EAST	80	2	2	0	0	0	0	0	0
CANADIAN PROVINCES	13	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	156	2	1	2	1	0	0	0	0
UNION SHOP	51	1	2	0	0	0	0	0	0
COMBINATION SHOP	31	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	9	0	0	0	0	0	0	0	0
500,001 - 1,500,000	34	0	0	2	6	0	0	0	0
1,500,001 - 5,000,000	81	1	1	0	0	0	0	0	0
5,000,001 - 10,000,000	38	0	0	0	0	0	0	0	0
OVER 10,000,000	77	2	3	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	1	0	2	1	0	0	3	1	11	5	19	8	26	11
FORM OF BUSINESS															
COMMERCIAL PRINTING	123	1	1	2	2	0	0	3	2	5	4	12	10	14	11
MAGAZINE & PERIODICALS	32	0	0	0	0	0	0	0	0	1	3	3	9	0	0
ADVERTISING MATERIALS	22	0	0	0	0	0	0	0	0	1	5	0	0	3	14
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	0	0	1	17	0	0	1	17
LABELS AND WRAPPERS	7	0	0	0	0	0	0	0	0	0	0	0	0	3	43
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	0	0	0	0	0	0	0	0	0	0	1	8	1	8
BOOK PRINTING	19	0	0	0	0	0	0	0	0	0	0	1	5	2	11
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	13	0	0	0	0	0	0	0	0	1	8	2	15	2	15
UNANSWERED	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	42	0	0	1	2	0	0	0	0	4	10	2	5	6	14
MID-WEST	78	0	0	0	0	0	0	1	1	1	1	7	9	8	10
FAR-WEST	27	0	0	0	0	0	0	0	0	0	0	3	11	4	15
SOUTH-EAST	80	1	1	1	1	0	0	2	2	5	6	6	7	8	10
CANADIAN PROVINCES	13	0	0	0	0	0	0	0	0	1	8	1	8	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	156	1	1	2	1	0	0	3	2	10	6	15	10	19	12
UNION SHOP	51	0	0	0	0	0	0	0	0	1	2	3	6	2	4
COMBINATION SHOP	31	0	0	0	0	0	0	0	0	0	0	1	3	4	13
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
SALES VOLUME															
UNDER $500,000	9	0	0	1	11	0	0	2	22	3	33	0	0	1	11
500,001 - 1,500,000	34	1	3	0	0	0	0	1	3	5	15	7	21	4	12
1,500,001 - 5,000,000	81	0	0	0	0	0	0	0	0	2	2	11	14	15	19
5,000,001 - 10,000,000	38	0	0	1	3	0	0	0	0	0	0	1	3	2	5
OVER 10,000,000	77	0	0	0	0	0	0	0	0	0	0	0	0	4	5
UNANSWERED	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	94	39	53	22	27	11	0	0	1	0	2	1	1	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	123	50	41	25	20	10	8	0	0	0	0	1	1	0	0
MAGAZINE & PERIODICALS	32	21	66	3	9	4	13	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	22	6	27	5	23	6	27	0	0	1	5	0	0	0	0
CATALOGS & DIRECTORIES	6	0	0	1	17	3	50	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	7	1	14	2	29	0	0	0	0	0	0	0	0	1	14
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	5	38	5	38	1	8	0	0	0	0	0	0	0	0
BOOK PRINTING	19	7	37	7	37	2	11	0	0	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	13	2	15	5	38	1	8	0	0	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	42	18	43	8	19	2	5	0	0	0	0	1	2	0	0
MID-WEST	78	23	29	28	36	9	12	0	0	0	0	1	1	0	0
FAR-WEST	27	12	44	3	11	4	15	0	0	1	4	0	0	0	0
SOUTH-EAST	80	34	42	12	15	10	13	0	0	0	0	0	0	1	1
CANADIAN PROVINCES	13	7	54	2	15	2	15	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	156	61	39	26	17	17	11	0	0	0	0	1	1	1	1
UNION SHOP	51	21	41	17	33	7	14	0	0	0	0	0	0	0	0
COMBINATION SHOP	31	12	39	9	29	3	10	0	0	1	3	1	3	0	0
UNANSWERED	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	2	22	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	34	14	41	1	3	1	3	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	81	32	40	14	17	7	9	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	38	18	47	8	21	7	18	0	0	0	0	1	3	0	0
OVER 10,000,000	77	28	36	30	39	12	16	0	0	1	1	1	1	1	1
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	0	0	26	11	55	23	49	20	27	11	30	13	8	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	123	0	0	14	11	35	28	30	24	17	14	11	9	3	2
MAGAZINE & PERIODICALS	32	0	0	1	3	5	16	5	16	3	9	4	13	2	6
ADVERTISING MATERIALS	22	0	0	4	18	2	9	6	27	4	18	1	5	0	0
CATALOGS & DIRECTORIES	6	0	0	1	17	1	17	0	0	0	0	2	33	1	17
LABELS AND WRAPPERS	7	0	0	1	14	2	29	0	0	0	0	2	29	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	1	50	0	0	0	0	1	50	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	0	0	1	8	2	15	1	8	0	0	4	31	1	8
BOOK PRINTING	19	0	0	2	11	0	0	3	16	2	11	5	26	1	5
GREETING CARDS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	13	0	0	1	8	7	54	2	15	1	8	0	0	0	0
UNANSWERED	2	0	0	1	50	0	0	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	42	0.	0	4	10	7	17	9	21	1	2	5	12	1	2
MID-WEST	78	0	0	6	8	16	21	17	22	13	17	10	13	1	1
FAR-WEST -	27	0	0	7	26	6	22	5	19	3	11	2	7	1	4
SOUTH-EAST	80	0	0	7	9	19	24	18	22	9	11	11	14	4	5
CANADIAN PROVINCES	13	0	0	2	15	7	54	0	0	1	8	2	15	1	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	156	0	0	21	13	39	25	32	21	13	8	17	11	5	3
UNION SHOP	51	0	0	3	6	13	25	10	20	9	18	8	16	2	4
COMBINATION SHOP	31	0	0	2	6	3	10	6	19	5	16	5	16	1	3
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	0	0	4	44	2	22	1	11	1	11	0	0	0	0
500,001 - 1,500,000	34	0	0	10	29	12	35	7	21	2	6	0	0	0	0
1,500,001 - 5,000,000	81	0	0	4	5	24	30	26	32	12	15	9	11	1	1
5,000,001 - 10,000,000	38	0	0	2	5	7	18	7	18	8	21	8	21	2	5
OVER 10,000,000	77	0	0	6	8	9	12	8	10	4	5	13	17	5	6
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	6	2	20	8	19	8
FORM OF BUSINESS							
COMMERCIAL PRINTING	123	3	2	3	2	7	6
MAGAZINE & PERIODICALS	32	0	0	7	22	5	16
ADVERTISING MATERIALS	22	1	5	2	9	2	9
CATALOGS & DIRECTORIES	6	0	0	1	17	0	0
LABELS AND WRAPPERS	7	0	0	1	14	1	14
FINANCIAL AND LEGAL	2	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	13	0	0	3	23	1	8
BOOK PRINTING	19	2	11	3	16	1	5
GREETING CARDS	1	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	13	0	0	0	0	2	15
UNANSWERED	2	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	42	1	2	4	10	10	24
MID-WEST	78	4	5	7	9	4	5
FAR-WEST	27	0	0	0	0	3	11
SOUTH-EAST	80	1	1	9	11	2	2
CANADIAN PROVINCES	13	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	156	4	3	11	7	14	9
UNION SHOP	51	2	4	2	4	2	4
COMBINATION SHOP	31	0	0	7	23	2	6
UNANSWERED	2	0	0	0	0	1	50
SALES VOLUME							
UNDER $500,000	9	0	0	0	0	1	11
500,001 - 1,500,000	34	0	0	0	0	3	9
1,500,001 - 5,000,000	81	0	0	0	0	5	6
5,000,001 - 10,000,000	38	0	0	1	3	3	8
OVER 10,000,000	77	6	8	19	25	7	9
UNANSWERED	1	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	0	0	27	11	38	16	47	20	44	18	27	11	6	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	123	0	0	15	12	26	21	30	24	19	15	4	3	2	2
MAGAZINE & PERIODICALS	32	0	0	3	9	2	6	3	9	9	28	9	28	2	6
ADVERTISING MATERIALS	22	0	0	2	9	2	9	6	27	4	18	1	5	2	9
CATALOGS & DIRECTORIES	6	0	0	1	17	0	0	0	0	1	17	1	17	0	0
LABELS AND WRAPPERS	7	0	0	2	29	1	14	0	0	1	14	1	14	0	0
FINANCIAL AND LEGAL	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	0	0	1	8	1	8	1	8	5	38	2	15	0	0
BOOK PRINTING	19	0	0	0	0	0	0	2	11	4	21	7	37	0	0
GREETING CARDS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	13	0	0	2	15	4	31	4	31	1	8	2	15	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	42	0	0	7	17	5	12	7	17	8	19	4	10	0	0
MID-WEST	78	0	0	5	6	12	15	17	22	10	13	11	14	5	6
FAR-WEST	27	0	0	7	26	6	22	6	22	5	19	0	0	0	0
SOUTH-EAST	80	0	0	7	9	13	16	15	19	19	24	12	15	1	1
CANADIAN PROVINCES	13	0	0	1	8	2	15	2	15	2	15	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	156	0	0	21	13	27	17	32	21	29	19	17	11	1	1
UNION SHOP	51	0	0	4	8	9	18	7	14	9	18	6	12	3	6
COMBINATION SHOP	31	0	0	1	3	2	6	8	26	6	19	4	13	2	6
UNANSWERED	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	0	0	3	33	4	44	2	22	0	0	0	0	0	0
500,001 - 1,500,000	34	0	0	12	35	9	26	4	12	0	0	0	0	0	0
1,500,001 - 5,000,000	81	0	0	5	6	20	25	26	32	9	11	1	1	0	0
5,000,001 - 10,000,000	38	0	0	5	13	3	8	9	24	14	37	2	5	0	0
OVER 10,000,000	77	0	0	2	3	1	1	6	8	21	27	24	31	6	8
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	6	2	0	0	0	0	45	19
FORM OF BUSINESS									
COMMERCIAL PRINTING	123	0	0	0	0	0	0	27	22
MAGAZINE & PERIODICALS	32	1	3	0	0	0	0	3	9
ADVERTISING MATERIALS	22	0	0	0	0	0	0	5	23
CATALOGS & DIRECTORIES	6	1	17	0	0	0	0	2	33
LABELS AND WRAPPERS	7	1	14	0	0	0	0	1	14
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	2	15	0	0	0	0	1	8
BOOK PRINTING	19	1	5	0	0	0	0	5	26
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	13	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50
GEOGRAPHIC REGION									
NORTH-EAST	42	3	7	0	0	0	0	8	19
MID-WEST	78	1	1	0	0	0	0	17	22
FAR-WEST	27	0	0	0	0	0	0	3	11
SOUTH-EAST	80	2	2	0	0	0	0	11	14
CANADIAN PROVINCES	13	0	0	0	0	0	0	6	46
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	156	0	0	0	0	0	0	29	19
UNION SHOP	51	2	4	0	0	0	0	11	22
COMBINATION SHOP	31	4	13	0	0	0	0	4	13
UNANSWERED	2	0	0	0	0	0	0	1	50
SALES VOLUME									
UNDER $500,000	9	0	0	0	0	0	0	0	0
500,001 - 1,500,000	34	0	0	0	0	0	0	9	26
1,500,001 - 5,000,000	81	0	0	0	0	0	0	20	25
5,000,001 - 10,000,000	38	0	0	0	0	0	0	5	13
OVER 10,000,000	77	6	8	0	0	0	0	11	14
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	1	0	5	2	22	9	29	12	31	13	43	18	29	12
FORM OF BUSINESS															
COMMERCIAL PRINTING	123	0	0	4	3	15	12	10	8	18	15	23	19	12	10
MAGAZINE & PERIODICALS	32	0	0	0	0	5	16	5	16	0	0	10	31	5	16
ADVERTISING MATERIALS	22	0	0	0	0	1	5	4	18	2	9	2	9	4	18
CATALOGS & DIRECTORIES	6	1	17	0	0	0	0	0	0	0	0	1	17	1	17
LABELS AND WRAPPERS	7	0	0	0	0	0	0	0	0	1	14	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	0	0	0	0	0	0	3	23	3	23	2	15	2	15
BOOK PRINTING	19	0	0	0	0	0	0	4	21	5	26	3	16	3	16
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	13	0	0	1	8	1	8	2	15	2	15	2	15	1	8
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	42	1	2	1	2	6	14	2	5	8	19	5	12	5	12
MID-WEST	78	0	0	2	3	3	4	7	9	10	13	15	19	13	17
FAR-WEST	27	0	0	1	4	3	11	5	19	3	11	4	15	0	0
SOUTH-EAST	80	0	0	0	0	9	11	13	16	8	10	17	21	10	13
CANADIAN PROVINCES	13	0	0	1	8	1	8	2	15	2	15	2	15	1	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	156	1	1	4	3	20	13	23	15	24	15	28	18	16	10
UNION SHOP	51	0	0	0	0	1	2	4	8	2	4	8	16	11	22
COMBINATION SHOP	31	0	0	1	3	1	3	2	6	5	16	7	23	2	6
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	0	0	0	0	2	22	1	11	0	0	1	11	1	11
500,001 - 1,500,000	34	0	0	3	9	7	21	7	21	3	9	2	6	2	6
1,500,001 - 5,000,000	81	1	1	1	1	7	9	5	6	15	19	16	20	5	6
5,000,001 - 10,000,000	38	0	0	0	0	1	3	4	11	7	18	7	18	7	18
OVER 10,000,000	77	0	0	1	1	5	6	11	14	6	8	17	22	14	18
UNANSWERED	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	33	14	23	10	8	3	16	7
FORM OF BUSINESS									
COMMERCIAL PRINTING	123	17	14	16	13	3	2	5	4
MAGAZINE & PERIODICALS	32	2	6	2	6	2	6	1	3
ADVERTISING MATERIALS	22	3	14	3	14	0	0	3	14
CATALOGS & DIRECTORIES	6	3	50	0	0	0	0	0	0
LABELS AND WRAPPERS	7	3	43	0	0	0	0	3	43
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	3	23	0	0	0	0	0	0
BOOK PRINTING	19	1	5	0	0	1	5	2	11
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	13	1	8	2	15	1	8	0	0
UNANSWERED	2	0	0	0	0	1	50	1	50
GEOGRAPHIC REGION									
NORTH-EAST	42	7	17	2	5	0	0	5	12
MID-WEST	78	11	14	12	15	2	3	3	4
FAR-WEST	27	6	22	1	4	2	7	2	7
SOUTH-EAST	80	8	10	7	9	3	4	5	6
CANADIAN PROVINCES	13	1	8	1	8	1	8	1	8
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	156	18	12	8	5	4	3	10	6
UNION SHOP	51	7	14	12	24	3	6	3	6
COMBINATION SHOP	31	6	19	3	10	1	3	3	10
UNANSWERED	2	2	100	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	9	0	0	2	22	1	11	1	11
500,001 - 1,500,000	34	3	9	2	6	0	0	5	15
1,500,001 - 5,000,000	81	14	17	8	10	3	4	6	7
5,000,001 - 10,000,000	38	4	11	6	16	0	0	2	5
OVER 10,000,000	77	12	16	5	6	4	5	2	3
UNANSWERED	1	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - BINDERY FOREMAN

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	240	57	24	41	17	53	22	47	20	21	9	0	0	21	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	123	33	27	21	17	23	19	27	22	13	11	0	0	6	5
MAGAZINE & PERIODICALS	32	6	19	9	28	11	34	3	9	1	3	0	0	2	6
ADVERTISING MATERIALS	22	6	27	2	9	4	18	6	27	1	5	0	0	3	14
CATALOGS & DIRECTORIES	6	1	17	1	17	2	33	1	17	0	0	0	0	1	17
LABELS AND WRAPPERS	7	1	14	0	0	2	29	0	0	1	14	0	0	3	43
FINANCIAL AND LEGAL	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	13	4	31	3	23	4	31	0	0	2	15	0	0	0	0
BOOK PRINTING	19	3	16	3	16	3	16	6	32	2	11	0	0	2	11
GREETING CARDS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	13	2	15	2	15	4	31	3	23	1	8	0	0	1	8
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	2	100
GEOGRAPHIC REGION															
NORTH-EAST	42	15	36	3	7	3	7	9	21	5	12	0	0	7	17
MID-WEST	78	9	12	14	18	17	22	26	33	7	9	0	0	5	6
FAR-WEST	27	6	30	5	19	9	33	2	7	1	4	0	0	2	7
SOUTH-EAST	80	23	29	17	21	21	26	9	11	5	6	0	0	5	6
CANADIAN PROVINCES	13	2	15	2	15	3	23	1	8	3	23	0	0	2	15
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	156	39	25	27	17	33	21	31	20	11	7	0	0	15	10
UNION SHOP	51	9	18	7	14	16	31	7	14	9	18	0	0	3	6
COMBINATION SHOP	31	9	29	7	23	4	13	7	23	1	3	0	0	3	10
UNANSWERED	2	0	0	0	0	0	0	2	100	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	3	33	2	22	1	11	2	22	1	11	0	0	0	0
500,001 - 1,500,000	34	12	35	6	18	2	6	7	21	1	3	0	0	6	18
1,500,001 - 5,000,000	81	15	19	13	16	16	20	15	19	13	16	0	0	9	11
5,000,001 - 10,000,000	38	6	16	8	21	13	34	6	16	3	8	0	0	2	5
OVER 10,000,000	77	20	26	12	16	21	27	17	22	3	4	0	0	4	5
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0

Assistant Bindery Foreman

PROFILE OF ANNUAL SALARY - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	0	0	0	0	1	2	2	4	5	10	9	17	7	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	0	0	1	5	1	5	2	11	4	21	4	21
MAGAZINE & PERIODICALS	14	0	0	0	0	0	0	0	0	2	14	2	14	3	21
ADVERTISING MATERIALS	5	0	0	0	0	0	0	0	0	0	0	1	20	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
BOOK PRINTING	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	7	0	0	0	0	0	0	1	14	1	14	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	3	0	0	0	0	0	0	1	33	1	33	0	0	1	33
MID-WEST	24	0	0	0	0	1	4	0	0	1	4	4	17	3	13
FAR-WEST	5	0	0	0	0	0	0	0	0	0	0	1	20	0	0
SOUTH-EAST	20	0	0	0	0	0	0	1	5	3	15	4	20	3	15
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	28	0	0	0	0	1	4	2	7	5	18	5	18	2	7
UNION SHOP	18	0	0	0	0	0	0	0	0	0	0	2	11	5	28
COMBINATION SHOP	6	0	0	0	0	0	0	0	0	0	0	2	33	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	1	50	0	0	1	50	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	0	0	0	0	0	0	2	17	2	17	3	25	0	0
5,000,001 - 10,000,000	16	0	0	0	0	0	0	0	0	1	6	3	19	3	19
OVER 10,000,000	22	0	0	0	0	0	0	0	0	1	5	3	14	4	18
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	21	40	4	8	3	6	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	6	32	1	5	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	14	5	36	2	14	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	5	1	20	0	0	3	60	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	5	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	7	4	57	1	14	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	24	13	54	1	4	1	4	0	0	0	0	0	0	0	0
FAR-WEST	5	1	20	1	20	2	40	0	0	0	0	0	0	0	0
SOUTH-EAST	20	7	35	2	10	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	28	12	43	0	0	1	4	0	0	0	0	0	0	0	0
UNION SHOP	18	8	44	3	17	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	6	1	17	1	17	2	33	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	5	42	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	16	8	50	0	0	1	6	0	0	0	0	0	0	0	0
OVER 10,000,000	22	8	36	4	18	2	9	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	40	77	2	4	6	12	2	4	1	2	1	2	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	16	84	1	5	1	5	1	5	0	0	0	0	0	0
MAGAZINE & PERIODICALS	14	9	64	0	0	4	29	1	7	0	0	0	0	0	0
ADVERTISING MATERIALS	5	4	80	0	0	0	0	0	0	1	20	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
BOOK PRINTING	5	5	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	7	5	71	1	14	0	0	0	0	0	0	1	14	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	24	22	92	1	4	0	0	0	0	1	4	0	0	0	0
FAR-WEST	5	4	80	0	0	1	20	0	0	0	0	0	0	0	0
SOUTH-EAST	20	11	55	1	5	5	25	2	10	0	0	1	5	0	0
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	28	20	71	2	7	3	11	1	4	1	4	1	4	0	0
UNION SHOP	18	14	78	0	0	3	17	1	6	0	0	0	0	0	0
COMBINATION SHOP	6	6	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	2	100	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	10	83	0	0	1	8	0	0	1	8	0	0	0	0
5,000,001 - 10,000,000	16	13	81	0	0	2	13	1	6	0	0	0	0	0	0
OVER 10,000,000	22	17	77	0	0	3	14	1	5	0	0	1	5	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	0	0	0	0	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	19	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	14	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	5	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	7	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	3	0	0	0	0	0	0	0	0
MID-WEST	24	0	0	0	0	0	0	0	0
FAR-WEST	5	0	0	0	0	0	0	0	0
SOUTH-EAST	20	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	28	0	0	0	0	0	0	0	0
UNION SHOP	18	0	0	0	0	0	0	0	0
COMBINATION SHOP	6	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	16	0	0	0	0	0	0	0	0
OVER 10,000,000	22	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	0	0	0	0	1	2	2	4	3	6	10	19	8	15
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	0	0	1	5	1	5	1	5	5	26	4	21
MAGAZINE & PERIODICALS	14	0	0	0	0	0	0	0	0	2	14	2	14	3	21
ADVERTISING MATERIALS	5	0	0	0	0	0	0	0	0	0	0	1	20	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
BOOK PRINTING	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	7	0	0	0	0	0	0	1	14	0	0	1	14	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	3	0	0	0	0	0	0	1	33	1	33	0	0	1	33
MID-WEST	24	0	0	0	0	1	4	0	0	1	4	4	17	3	13
FAR-WEST	5	0	0	0	0	0	0	0	0	0	0	0	0	1	20
SOUTH-EAST	20	0	0	0	0	0	0	1	5	1	5	6	30	3	15
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	28	0	0	0	0	1	4	2	7	3	11	6	21	3	11
UNION SHOP	18	0	0	0	0	0	0	0	0	0	0	2	11	5	28
COMBINATION SHOP	6	0	0	0	0	0	0	0	0	0	0	2	33	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	1	50	0	0	0	0	1	50	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	0	0	0	0	0	0	2	17	1	8	4	33	0	0
5,000,001 - 10,000,000	16	0	0	0	0	0	0	0	0	1	6	2	13	4	25
OVER 10,000,000	22	0	0	0	0	0	0	0	0	1	5	3	14	4	18
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	19	37	6	12	3	6	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	6	32	1	5	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	14	4	29	3	21	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	5	1	20	0	0	3	60	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	5	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	7	3	43	2	29	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	24	13	54	1	4	1	4	0	0	0	0	0	0	0	0
FAR-WEST	5	1	20	1	20	2	40	0	0	0	0	0	0	0	0
SOUTH-EAST	20	5	25	4	20	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	28	10	36	2	7	1	4	0	0	0	0	0	0	0	0
UNION SHOP	18	8	44	3	17	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	6	1	17	1	17	2	33	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	5	42	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	16	7	44	1	6	1	6	0	0	0	0	0	0	0	0
OVER 10,000,000	22	7	32	5	23	2	9	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	0	0	5	10	7	13	8	15	6	12	4	8	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	4	21	2	11	2	11	2	11	0	0	0	0
MAGAZINE & PERIODICALS	14	0	0	1	7	1	7	1	7	2	14	1	7	0	0
ADVERTISING MATERIALS	5	0	0	0	0	0	0	0	0	2	40	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
BOOK PRINTING	5	0	0	0	0	1	20	4	80	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	7	0	0	0	0	3	43	1	14	0	0	2	29	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	24	0	0	2	8	3	13	7	29	2	8	2	8	0	0
FAR-WEST	5	0	0	1	20	0	0	0	0	2	40	1	20	0	0
SOUTH-EAST	20	0	0	2	10	4	20	1	5	2	10	1	5	0	0
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	28	0	0	3	11	6	21	4	14	0	0	1	4	0	0
UNION SHOP	18	0	0	2	11	1	6	4	22	3	17	3	17	0	0
COMBINATION SHOP	6	0	0	0	0	0	0	0	0	3	50	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	0	0	0	0	3	25	2	17	1	8	0	0	0	0
5,000,001 - 10,000,000	16	0	0	3	19	3	19	3	19	0	0	1	6	0	0
OVER 10,000,000	22	0	0	2	9	0	0	3	14	5	23	3	14	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	0	0	3	6	19	37
FORM OF BUSINESS							
COMMERCIAL PRINTING	19	0	0	0	0	9	47
MAGAZINE & PERIODICALS	14	0	0	3	21	5	36
ADVERTISING MATERIALS	5	0	0	0	0	3	60
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	1	100
FINANCIAL AND LEGAL	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	0	0
BOOK PRINTING	5	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	7	0	0	0	0	1	14
UNANSWERED	0	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	3	0	0	0	0	3	100
MID-WEST	24	0	0	0	0	8	33
FAR-WEST	5	0	0	0	0	1	20
SOUTH-EAST	20	0	0	3	15	7	35
CANADIAN PROVINCES	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	28	0	0	3	11	11	39
UNION SHOP	18	0	0	0	0	5	28
COMBINATION SHOP	6	0	0	0	0	3	50
UNANSWERED	0	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	2	0	0	0	0	1	50
500,001 - 1,500,000	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	0	0	0	0	6	50
5,000,001 - 10,000,000	16	0	0	0	0	6	38
OVER 10,000,000	22	0	0	3	14	6	27
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS NO.	NONE NO.	NONE PCT.	1 TO 2 NO.	1 TO 2 PCT.	3 TO 6 NO.	3 TO 6 PCT.	7 TO 14 NO.	7 TO 14 PCT.	15 TO 30 NO.	15 TO 30 PCT.	31 TO 60 NO.	31 TO 60 PCT.	61 TO 120 NO.	61 TO 120 PCT.
TOTAL, ALL RESPONDENTS	52	0	0	2	4	6	12	12	23	12	23	8	15	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	1	5	2	11	2	11	3	16	3	16	0	0
MAGAZINE & PERIODICALS	14	0	0	0	0	0	0	4	29	4	29	5	36	0	0
ADVERTISING MATERIALS	5	0	0	0	0	0	0	2	40	1	20	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
BOOK PRINTING	5	0	0	0	0	2	40	3	60	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	7	0	0	0	0	2	29	1	14	3	43	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	3	0	0	0	0	0	0	0	0	1	33	1	33	0	0
MID-WEST	24	0	0	1	4	4	17	5	21	6	25	3	13	0	0
FAR-WEST	5	0	0	0	0	0	0	3	60	2	40	0	0	0	0
SOUTH-EAST	20	0	0	1	5	2	10	4	20	3	15	4	20	0	0
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	28	0	0	2	7	5	18	4	14	7	25	3	11	0	0
UNION SHOP	18	0	0	0	0	1	6	4	22	5	28	5	28	0	0
COMBINATION SHOP	6	0	0	0	0	0	0	4	67	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	0	0	0	0	3	25	2	17	3	25	0	0	0	0
5,000,001 - 10,000,000	16	0	0	1	6	2	13	3	19	4	25	1	6	0	0
OVER 10,000,000	22	0	0	1	5	0	0	7	32	5	23	7	32	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	1	2	0	0	0	0	11	21
FORM OF BUSINESS									
COMMERCIAL PRINTING	19	0	0	0	0	0	0	8	42
MAGAZINE & PERIODICALS	14	1	7	0	0	0	0	0	0
ADVERTISING MATERIALS	5	0	0	0	0	0	0	2	40
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	7	0	0	0	0	0	0	1	14
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	3	0	0	0	0	0	0	1	33
MID-WEST	24	0	0	0	0	0	0	5	21
FAR-WEST	5	0	0	0	0	0	0	0	0
SOUTH-EAST	20	1	5	0	0	0	0	5	25
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	28	0	0	0	0	0	0	7	25
UNION SHOP	18	0	0	0	0	0	0	3	17
COMBINATION SHOP	6	1	17	0	0	0	0	1	17
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	0	0	1	50
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	0	0	0	0	0	0	4	33
5,000,001 - 10,000,000	16	0	0	0	0	0	0	5	31
OVER 10,000.000	22	1	5	0	0	0	0	1	5
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	0	0	2	4	9	17	8	15	9	17	12	23	2	4
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	1	5	2	11	1	5	5	26	5	26	0	0
MAGAZINE & PERIODICALS	14	0	0	1	7	4	29	2	14	1	7	2	14	1	7
ADVERTISING MATERIALS	5	0	0	0	0	1	20	1	20	1	20	1	20	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
BOOK PRINTING	5	0	0	0	0	2	40	2	40	1	20	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	7	0	0	0	0	0	0	1	14	0	0	4	57	1	14
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	3	0	0	0	0	1	33	1	33	1	33	0	0	0	0
MID-WEST	24	0	0	1	4	3	13	2	8	3	13	6	25	0	0
FAR-WEST	5	0	0	0	0	1	20	1	20	0	0	3	60	0	0
SOUTH-EAST	20	0	0	1	5	4	20	4	20	5	25	3	15	2	10
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	28	0	0	1	4	7	25	7	25	6	21	3	11	1	4
UNION SHOP	18	0	0	0	0	1	6	1	6	3	17	6	33	0	0
COMBINATION SHOP	6	0	0	1	17	1	17	0	0	0	0	3	50	1	17
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	0	0	1	8	2	17	2	17	2	17	3	25	1	8
5,000,001 - 10,000,000	16	0	0	0	0	3	19	5	31	4	25	1	6	0	0
OVER 10,000,000	22	0	0	1	5	4	18	0	0	3	14	8	36	1	5
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	6	12	1	2	2	4	1	2
FORM OF BUSINESS									
COMMERCIAL PRINTING	19	3	16	1	5	1	5	0	0
MAGAZINE & PERIODICALS	14	2	14	0	0	1	7	0	0
ADVERTISING MATERIALS	5	0	0	0	0	0	0	1	20
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	7	1	14	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	3	0	0	0	0	0	0	0	0
MID-WEST	24	5	21	1	4	2	8	1	4
FAR-WEST	5	0	0	0	0	0	0	0	0
SOUTH-EAST	20	1	5	0	0	0	0	0	0
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	28	1	4	0	0	1	4	1	4
UNION SHOP	18	5	28	1	6	1	6	0	0
COMBINATION SHOP	6	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	1	50	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	0	0	1	8	0	0	0	0
5,000,001 - 10,000,000	16	2	13	0	0	0	0	1	6
OVER 10,000,000	22	4	18	0	0	1	5	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - ASST. BIND. FOREMAN

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	52	12	23	9	17	10	19	11	21	3	6	0	0	7	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	5	26	3	16	1	5	5	26	1	5	0	0	4	21
MAGAZINE & PERIODICALS	14	5	36	1	7	4	29	1	7	1	7	0	0	2	14
ADVERTISING MATERIALS	5	1	20	0	0	3	60	0	0	0	0	0	0	1	20
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	1	20	1	20	1	20	2	40	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	7	0	0	2	29	1	14	3	43	1	14	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	3	0	0	0	0	2	67	0	0	0	0	0	0	1	33
MID-WEST	24	4	17	6	25	4	17	7	29	2	8	0	0	1	4
FAR-WEST	5	1	20	1	20	2	40	0	0	0	0	0	0	1	20
SOUTH-EAST	20	7	35	2	10	2	10	4	20	1	5	0	0	4	20
CANADIAN PROVINCES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	28	4	14	5	18	4	14	8	29	2	7	0	0	5	18
UNION SHOP	18	4	22	4	22	4	22	3	17	1	6	0	0	2	11
COMBINATION SHOP	6	4	67	0	0	2	33	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	1	50	1	50	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	12	4	33	3	25	1	8	2	17	1	8	0	0	1	8
5,000,001 - 10,000,000	16	2	13	1	6	4	25	6	38	0	0	0	0	3	19
OVER 10,000,000	22	6	27	5	23	5	23	2	9	1	5	0	0	3	14
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Offset Plate Foreman

PROFILE OF ANNUAL SALARY - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	55	1	2	0	0	0	0	1	2	1	2	1	2	3	5
FORM OF BUSINESS															
COMMERCIAL PRINTING	22	1	5	0	0	0	0	1	5	0	0	0	0	1	5
MAGAZINE & PERIODICALS	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0	0	0	0	0	1	14
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	4	0	0	0	0	0	0	0	0	1	25	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	0	0	0	0	0	0	0	0	0	0	1	20
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	1	13	0	0	0	0	1	13	0	0	0	0	0	0
MID-WEST	27	0	0	0	0	0	0	0	0	1	4	0	0	3	11
FAR-WEST	3	0	0	0	0	0	0	0	0	0	0	1	33	0	0
SOUTH-EAST	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	27	1	4	0	0	0	0	1	4	1	4	1	4	3	11
UNION SHOP	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	1	25	0	0	1	25	1	25
1,500,001 - 5,000,000	16	0	0	0	0	0	0	0	0	1	6	0	0	0	0
5,000,001 - 10,000,000	11	1	9	0	0	0	0	0	0	0	0	0	0	2	18
OVER 10,000,000	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	55	18	33	23	42	6	11	0	0	1	2	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	22	5	23	11	50	3	14	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	6	4	67	2	33	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	3	43	2	29	0	0	0	0	1	14	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	4	1	25	1	25	1	25	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	2	100	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	4	80	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	1	25	3	75	0	0	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	4	50	1	13	1	13	0	0	0	0	0	0	0	0
MID-WEST	27	4	15	14	52	5	19	0	0	0	0	0	0	0	0
FAR-WEST	3	0	0	1	33	0	0	0	0	1	33	0	0	0	0
SOUTH-EAST	15	10	67	5	33	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	2	100	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	27	10	37	10	37	0	0	0	0	0	0	0	0	0	0
UNION SHOP	17	4	24	10	59	3	18	0	0	0	0	0	0	0	0
COMBINATION SHOP	10	4	40	3	30	2	20	0	0	1	10	0	0	0	0
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	1	25	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	4	25	10	63	1	6	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	11	4	36	2	18	2	18	0	0	0	0	0	0	0	0
OVER 10,000,000	24	9	38	11	46	3	13	0	0	1	4	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	55	41	75	3	5	3	5	2	4	1	2	4	7	1	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	22	19	86	2	9	1	5	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	6	2	33	0	0	1	17	2	33	1	17	0	0	0	0
ADVERTISING MATERIALS	7	3	43	1	14	0	0	0	0	0	0	3	43	0	0
CATALOGS & DIRECTORIES	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	4	4	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	4	80	0	0	1	20	0	0	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	3	75	0	0	0	0	0	0	0	0	1	25	0	0
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	6	75	2	25	0	0	0	0	0	0	0	0	0	0
MID-WEST	27	23	85	0	0	2	7	0	0	0	0	1	4	1	4
FAR-WEST	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	15	8	53	1	7	1	7	2	13	1	7	2	13	0	0
CANADIAN PROVINCES	2	1	50	0	0	0	0	0	0	0	0	1	50	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	27	14	52	3	11	3	11	2	7	0	0	4	15	1	4
UNION SHOP	17	17	100	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	10	9	90	0	0	0	0	0	0	1	10	0	0	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	1	25	1	25	1	25	0	0	0	0	1	25	0	0
1,500,001 - 5,000,000	16	14	88	0	0	0	0	0	0	0	0	1	6	1	6
5,000,001 - 10,000,000	11	7	64	2	18	1	9	0	0	1	9	0	0	0	0
OVER 10,000,000	24	19	79	0	0	1	4	2	8	0	0	2	8	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS NO.	$4,001 TO $5,000 NO.	PCT.	$5,001 TO $7,500 NO.	PCT.	$7,501 TO $10,000 NO.	PCT.	OVER $10,000 NO.	PCT.
TOTAL, ALL RESPONDENTS	55	0	0	0	0	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	22	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	6	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	4	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	8	0	0	0	0	0	0	0	0
MID-WEST	27	0	0	0	0	0	0	0	0
FAR-WEST	3	0	0	0	0	0	0	0	0
SOUTH-EAST	15	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	27	0	0	0	0	0	0	0	0
UNION SHOP	17	0	0	0	0	0	0	0	0
COMBINATION SHOP	10	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	11	0	0	0	0	0	0	0	0
OVER 10,000,000	24	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	55	1	2	0	0	0	0	0	0	2	4	1	2	3	5
FORM OF BUSINESS															
COMMERCIAL PRINTING	22	1	5	0	0	0	0	0	0	1	5	0	0	1	5
MAGAZINE & PERIODICALS	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0	0	0	0	0	1	14
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	4	0	0	0	0	0	0	0	0	1	25	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	0	0	0	0	0	0	0	0	0	0	1	20
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	1	13	0	0	0	0	0	0	1	13	0	0	0	0
MID-WEST	27	0	0	0	0	0	0	0	0	1	4	0	0	3	11
FAR-WEST	3	0	0	0	0	0	0	0	0	0	0	1	33	0	0
SOUTH-EAST	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	27	1	4	0	0	0	0	0	0	2	7	1	4	3	11
UNION SHOP	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	0	0	1	25	1	25	1	25
1,500,001 - 5,000,000	16	0	0	0	0	0	0	0	0	1	6	0	0	0	0
5,000,001 - 10,000,000	11	1	9	0	0	0	0	0	0	0	0	0	0	2	18
OVER 10,000,000	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	55	16	29	23	42	8	15	0	0	1	2	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	22	5	23	11	50	3	14	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	6	3	50	3	50	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	3	43	1	14	1	14	0	0	1	14	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	4	1	25	1	25	1	25	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	4	80	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	4	100	0	0	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	4	50	1	13	1	13	0	0	0	0	0	0	0	0
MID-WEST	27	4	15	13	48	6	22	0	0	0	0	0	0	0	0
FAR-WEST	3	0	0	1	33	0	0	0	0	1	33	0	0	0	0
SOUTH-EAST	15	8	53	7	47	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	27	8	30	10	37	2	7	0	0	0	0	0	0	0	0
UNION SHOP	17	4	24	10	59	3	18	0	0	0	0	0	0	0	0
COMBINATION SHOP	10	4	40	3	30	2	20	0	0	1	10	0	0	0	0
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	1	25	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	4	25	8	50	3	19	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	11	3	27	3	27	2	18	0	0	0	0	0	0	0	0
OVER 10,000,000	24	8	33	12	50	3	13	0	0	1	4	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	55	0	0	9	16	16	29	14	25	4	7	2	4	4	7
FORM OF BUSINESS															
COMMERCIAL PRINTING	22	0	0	4	18	8	36	5	23	2	9	0	0	0	0
MAGAZINE & PERIODICALS	6	0	0	0	0	2	33	1	17	0	0	1	17	2	33
ADVERTISING MATERIALS	7	0	0	1	14	3	43	2	29	1	14	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	4	0	0	0	0	0	0	3	75	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	1	20	0	0	0	0	1	20	1	20	2	40
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	1	25	2	50	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	0	0	1	13	2	25	1	13	0	0	1	13	2	25
MID-WEST	27	0	0	6	22	7	26	9	33	3	11	0	0	0	0
FAR-WEST	3	0	0	0	0	1	33	1	33	0	0	0	0	0	0
SOUTH-EAST	15	0	0	1	7	5	33	3	20	1	7	1	7	2	13
CANADIAN PROVINCES	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	27	0	0	5	19	7	26	5	19	2	7	1	4	2	7
UNION SHOP	17	0	0	3	18	5	29	8	47	0	0	0	0	0	0
COMBINATION SHOP	10	0	0	0	0	4	40	1	10	2	20	1	10	2	20
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	2	50	1	25	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	0	0	3	19	7	44	4	25	0	0	0	0	0	0
5,000,001 - 10,000,000	11	0	0	2	18	2	18	4	36	1	9	1	9	0	0
OVER 10,000,000	24	0	0	2	8	6	25	6	25	3	13	1	4	4	17
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS NO.	28 TO 35 NO.	PCT.	OVER 35 NO.	PCT.	UNANSWERED NO.	PCT.
TOTAL, ALL RESPONDENTS	55	0	0	1	2	5	9
FORM OF BUSINESS							
COMMERCIAL PRINTING	22	0	0	1	5	2	9
MAGAZINE & PERIODICALS	6	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0
LABELS AND WRAPPERS	4	0	0	0	0	1	25
FINANCIAL AND LEGAL	1	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	1	25
UNANSWERED	2	0	0	0	0	1	50
GEOGRAPHIC REGION							
NORTH-EAST	8	0	0	0	0	1	13
MID-WEST	27	0	0	1	4	1	4
FAR-WEST	3	0	0	0	0	1	33
SOUTH-EAST	15	0	0	0	0	2	13
CANADIAN PROVINCES	2	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	27	0	0	0	0	5	19
UNION SHOP	17	0	0	1	6	0	0
COMBINATION SHOP	10	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	1	25
1,500,001 - 5,000,000	16	0	0	0	0	2	13
5,000,001 - 10,000,000	11	0	0	0	0	1	9
OVER 10,000,000	24	0	0	1	4	1	4
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	55	0	0	9	16	16	29	10	18	8	15	2	4	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	22	0	0	4	18	10	45	4	18	0	0	0	0	0	0
MAGAZINE & PERIODICALS	6	0	0	0	0	0	0	1	17	3	50	1	17	0	0
ADVERTISING MATERIALS	7	0	0	0	0	4	57	2	29	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
LABELS AND WRAPPERS	4	0	0	1	25	0	0	2	50	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	1	20	0	0	0	0	4	80	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	1	25	1	25	1	25	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	0	0	2	25	2	25	0	0	3	38	0	0	0	0
MID-WEST	27	0	0	5	19	8	30	7	26	1	4	1	4	0	0
FAR-WEST	3	0	0	0	0	1	33	1	33	0	0	0	0	0	0
SOUTH-EAST	15	0	0	2	13	4	27	2	13	4	27	1	7	0	0
CANADIAN PROVINCES	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	27	0	0	6	22	7	26	3	11	4	15	0	0	0	0
UNION SHOP	17	0	0	2	12	7	41	4	24	1	6	0	0	0	0
COMBINATION SHOP	10	0	0	1	10	2	20	3	30	3	30	1	10	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	2	50	1	25	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	16	0	0	2	13	8	50	1	6	0	0	0	0	0	0
5,000,001 - 10,000,000	11	0	0	3	27	2	18	4	36	1	9	0	0	0	0
OVER 10,000,000	24	0	0	2	8	5	21	5	21	7	29	2	8	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	55	0	0	0	0	0	0	10	18
FORM OF BUSINESS									
COMMERCIAL PRINTING	22	0	0	0	0	0	0	4	18
MAGAZINE & PERIODICALS	6	0	0	0	0	0	0	1	17
ADVERTISING MATERIALS	7	0	0	0	0	0	0	1	14
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	4	0	0	0	0	0	0	1	25
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	1	25
UNANSWERED	2	0	0	0	0	0	0	2	100
GEOGRAPHIC REGION									
NORTH-EAST	8	0	0	0	0	0	0	1	13
MID-WEST	27	0	0	0	0	0	0	5	19
FAR-WEST	3	0	0	0	0	0	0	1	33
SOUTH-EAST	15	0	0	0	0	0	0	2	13
CANADIAN PROVINCES	2	0	0	0	0	0	0	1	50
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	27	0	0	0	0	0	0	7	26
UNION SHOP	17	0	0	0	0	0	0	3	18
COMBINATION SHOP	10	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	1	25
1,500,001 - 5,000,000	16	0	0	0	0	0	0	5	31
5,000,001 - 10,000,000	11	0	0	0	0	0	0	1	9
OVER 10,000,000	24	0	0	0	0	0	0	3	13
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	55	0	0	2	4	3	5	5	9	12	22	7	13	7	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	22	0	0	1	5	1	5	3	14	5	23	1	5	3	14
MAGAZINE & PERIODICALS	6	0	0	0	0	1	17	0	0	1	17	0	0	3	50
ADVERTISING MATERIALS	7	0	0	1	14	0	0	1	14	2	29	1	14	1	14
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
LABELS AND WRAPPERS	4	0	0	0	0	0	0	0	0	0	0	1	25	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	0	0	0	0	0	0	1	20	2	40	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	1	25	0	0	1	25	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	2	100	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	0	0	1	13	1	13	0	0	0	0	1	13	1	13
MID-WEST	27	0	0	1	4	1	4	5	19	6	22	6	22	2	7
FAR-WEST	3	0	0	0	0	0	0	0	0	1	33	0	0	1	33
SOUTH-EAST	15	0	0	0	0	1	7	0	0	4	27	0	0	2	13
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	1	50	0	0	1	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	27	0	0	2	7	2	7	3	11	6	22	2	7	4	15
UNION SHOP	17	0	0	0	0	0	0	2	12	5	29	3	18	1	6
COMBINATION SHOP	10	0	0	0	0	1	10	0	0	1	10	1	10	2	20
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	1	25	0	0	1	25	1	25	0	0	0	0
1,500,001 - 5,000,000	16	0	0	0	0	1	6	3	19	3	19	2	13	2	13
5,000,001 - 10,000,000	11	0	0	1	9	2	18	1	9	3	27	0	0	1	9
OVER 10,000,000	24	0	0	0	0	0	0	0	0	5	21	5	21	4	17
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	55	7	13	8	15	1	2	3	5
FORM OF BUSINESS									
COMMERCIAL PRINTING	22	3	14	3	14	1	5	1	5
MAGAZINE & PERIODICALS	6	1	17	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	1	14	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	4	2	50	0	0	0	0	1	25
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	1	100
NEWSPAPERS	2	0	0	1	50	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	2	40	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	4	1	25	1	25	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	8	1	13	2	25	0	0	1	13
MID-WEST	27	2	7	3	11	0	0	1	4
FAR-WEST	3	0	0	1	33	0	0	0	0
SOUTH-EAST	15	4	27	2	13	1	7	1	7
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	27	2	7	4	15	0	0	2	7
UNION SHOP	17	4	24	1	6	1	6	0	0
COMBINATION SHOP	10	1	10	3	30	0	0	1	10
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	1	25	0	0	0	0
1,500,001 - 5,000,000	16	2	13	1	6	0	0	2	13
5,000,001 - 10,000,000	11	0	0	2	18	0	0	1	9
OVER 10,000,000	24	5	21	4	17	1	4	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - OFFSET PLATE FOREMAN

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	55	16	29	10	18	11	20	9	16	4	7	0	0	5	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	22	7	32	4	18	3	14	3	14	4	18	0	0	1	5
MAGAZINE & PERIODICALS	6	1	17	0	0	3	50	1	17	0	0	0	0	1	17
ADVERTISING MATERIALS	7	5	71	2	29	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	4	1	25	1	25	1	25	0	0	0	0	0	0	1	25
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
NEWSPAPERS	2	0	0	0	0	2	100	0	0	0	0	0	0	0	0
BUSINESSS FORMS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	5	0	0	2	40	0	0	3	60	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	1	25	1	25	1	25	1	25	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	1	50
GEOGRAPHIC REGION															
NORTH-EAST	8	1	13	1	13	1	13	3	38	1	13	0	0	1	13
MID-WEST	27	7	26	7	26	6	22	4	15	1	4	0	0	2	7
FAR-WEST	3	1	33	0	0	0	0	1	33	1	33	0	0	0	0
SOUTH-EAST	15	6	40	2	13	4	27	1	7	1	7	0	0	1	7
CANADIAN PROVINCES	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	27	8	30	7	26	5	19	2	7	2	7	0	0	3	11
UNION SHOP	17	6	35	2	12	3	18	3	18	2	12	0	0	1	6
COMBINATION SHOP	10	2	20	1	10	2	20	4	40	0	0	0	0	1	10
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	2	50	1	25	1	25	0	0	0	0	0	0
1,500,001 - 5,000,000	16	7	44	2	13	2	13	1	6	2	13	0	0	2	13
5,000,001 - 10,000,000	11	4	36	3	27	0	0	2	18	1	9	0	0	1	9
OVER 10,000,000	24	5	21	3	13	8	33	5	21	1	4	0	0	2	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Stripping Foreman

PROFILE OF ANNUAL SALARY - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	1	1	1	1	0	0	4	3	5	3	14	9	21	14
FORM OF BUSINESS															
COMMERCIAL PRINTING	85	1	1	1	1	0	0	2	2	3	4	9	11	13	15
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	0	0	0	0	2	13	2	13
ADVERTISING MATERIALS	19	0	0	0	0	0	0	2	11	0	0	1	5	2	11
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0	0	0	1	20	1	20
LABELS AND WRAPPERS	6	0	0	0	0	0	0	0	0	0	0	1	17	1	17
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	0	0	0	0	0	0	0	0	2	22
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	10	0	0	0	0	0	0	0	0	2	20	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	1	4	0	0	0	0	0	0	0	0	2	7	6	21
MID-WEST	46	0	0	0	0	0	0	0	0	0	0	3	7	5	11
FAR-WEST	16	0	0	0	0	0	0	0	0	0	0	0	0	3	19
SOUTH-EAST	59	0	0	1	2	0	0	4	7	5	8	9	15	7	12
CANADIAN PROVINCES	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	108	1	1	1	1	0	0	4	4	4	4	13	12	17	16
UNION SHOP	35	0	0	0	0	0	0	0	0	1	3	0	0	2	6
COMBINATION SHOP	10	0	0	0	0	0	0	0	0	0	0	1	10	2	20
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	0	0	0	0	0	0	3	38	3	38	2	25
500,001 - 1,500,000	26	0	0	1	4	0	0	4	15	0	0	3	12	6	23
1,500,001 - 5,000,000	63	0	0	0	0	0	0	0	0	2	3	7	11	8	13
5,000,001 - 10,000,000	25	1	4	0	0	0	0	0	0	0	0	0	0	3	12
OVER 10,000,000	32	0	0	0	0	0	0	0	0	0	0	1	3	2	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	43	28	37	24	22	14	3	2	1	1	1	1	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	85	22	26	20	24	12	14	2	2	0	0	0	0	0	0
MAGAZINE & PERIODICALS	15	5	33	3	20	3	20	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	19	7	37	5	26	0	0	1	5	0	0	0	0	1	5
CATALOGS & DIRECTORIES	5	0	0	1	20	2	40	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	6	0	0	3	50	0	0	0	0	0	0	1	17	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	9	6	67	0	0	1	11	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	10	0	0	4	40	3	30	0	0	1	10	0	0	0	0
UNANSWERED	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	9	32	2	7	6	21	1	4	1	4	0	0	0	0
MID-WEST	46	11	24	20	43	6	13	0	0	0	0	1	2	0	0
FAR-WEST	16	4	25	3	19	5	31	0	0	0	0	0	0	1	6
SOUTH-EAST	59	16	27	10	17	5	8	2	3	0	0	0	0	0	0
CANADIAN PROVINCES	5	3	60	2	40	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	108	31	29	22	20	12	11	2	2	1	1	0	0	0	0
UNION SHOP	35	10	29	14	40	6	17	1	3	0	0	1	3	0	0
COMBINATION SHOP	10	2	20	1	10	3	30	0	0	0	0	0	0	1	10
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	26	9	35	3	12	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	63	21	33	16	25	6	10	1	2	1	2	1	2	0	0
5,000,001 - 10,000,000	25	5	20	9	36	6	24	1	4	0	0	0	0	0	0
OVER 10,000,000	32	8	25	9	28	10	31	1	3	0	0	0	0	1	3
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	82	53	30	19	10	6	13	8	5	3	8	5	2	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	85	43	51	20	24	8	9	6	7	3	4	2	2	1	1
MAGAZINE & PERIODICALS	15	5	33	4	27	1	7	4	27	1	7	0	0	0	0
ADVERTISING MATERIALS	19	13	68	2	11	1	5	0	0	0	0	2	11	0	0
CATALOGS & DIRECTORIES	5	4	80	1	20	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	6	6	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	1	33	0	0	0	0	2	67	0	0	0	0	0	0
BOOK PRINTING	9	6	67	1	11	0	0	0	0	1	11	1	11	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	10	2	20	2	20	0	0	1	10	0	0	3	30	1	10
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	16	57	4	14	3	11	3	11	0	0	0	0	1	4
MID-WEST	46	30	65	7	15	4	9	1	2	1	2	3	7	0	0
FAR-WEST	16	10	63	2	13	1	6	0	0	0	0	1	6	0	0
SOUTH-EAST	59	23	39	16	27	2	3	8	14	4	7	4	7	1	2
CANADIAN PROVINCES	5	3	60	1	20	0	0	1	20	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	108	50	46	26	24	8	7	11	10	4	4	6	6	1	1
UNION SHOP	35	25	71	3	9	2	6	2	6	1	3	0	0	0	0
COMBINATION SHOP	10	7	70	1	10	0	0	0	0	0	0	2	20	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
SALES VOLUME															
UNDER $500,000	8	4	50	3	38	0	0	0	0	1	13	0	0	0	0
500,001 - 1,500,000	26	12	46	10	38	3	12	1	4	0	0	0	0	0	0
1,500,001 - 5,000,000	63	32	51	13	21	4	6	5	8	1	2	5	8	0	0
5,000,001 - 10,000,000	25	14	56	3	12	1	4	4	16	0	0	0	0	2	8
OVER 10,000,000	32	20	63	1	3	2	6	3	9	3	9	3	9	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	3	2	0	0	1	1	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	85	1	1	0	0	1	1	0	0
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	19	1	5	0	0	0	0	0	0
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	6	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	10	1	10	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	28	1	4	0	0	0	0	0	0
MID-WEST	46	0	0	0	0	0	0	0	0
FAR-WEST	16	2	13	0	0	0	0	0	0
SOUTH-EAST	59	0	0	0	0	1	2	0	0
CANADIAN PROVINCES	5	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	108	1	1	0	0	1	1	0	0
UNION SHOP	35	2	6	0	0	0	0	0	0
COMBINATION SHOP	10	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	8	0	0	0	0	0	0	0	0
500,001 - 1,500,000	26	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	63	3	5	0	0	0	0	0	0
5,000,001 - 10,000,000	25	0	0	0	0	1	4	0	0
OVER 10,000,000	32	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	1	1	1	1	0	0	3	2	5	3	13	8	17	11
FORM OF BUSINESS															
COMMERCIAL PRINTING	85	1	1	1	1	0	0	1	1	3	4	8	9	11	13
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	0	0	0	0	2	13	1	7
ADVERTISING MATERIALS	19	0	0	0	0	0	0	2	11	0	0	1	5	1	5
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0	0	0	1	20	1	20
LABELS AND WRAPPERS	6	0	0	0	0	0	0	0	0	0	0	1	17	1	17
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	0	0	0	0	0	0	0	0	2	22
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	10	0	0	0	0	0	0	0	0	2	20	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	1	4	0	0	0	0	0	0	0	0	2	7	4	14
MID-WEST	46	0	0	0	0	0	0	0	0	0	0	3	7	3	7
FAR-WEST	16	0	0	0	0	0	0	0	0	0	0	0	0	3	19
SOUTH-EAST	59	0	0	1	2	0	0	3	5	5	8	8	14	7	12
CANADIAN PROVINCES	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	108	1	1	1	1	0	0	3	3	4	4	12	11	15	14
UNION SHOP	35	0	0	0	0	0	0	0	0	1	3	0	0	1	3
COMBINATION SHOP	10	0	0	0	0	0	0	0	0	0	0	1	10	1	10
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	0	0	0	0	0	0	3	38	2	25	3	38
500,001 - 1,500,000	26	0	0	1	4	0	0	3	12	1	4	2	8	6	23
1,500,001 - 5,000,000	63	0	0	0	0	0	0	0	0	1	2	8	13	4	6
5,000,001 - 10,000,000	25	1	4	0	0	0	0	0	0	0	0	0	0	3	12
OVER 10,000,000	32	0	0	0	0	0	0	0	0	0	0	1	3	1	3
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	39	25	45	29	19	12	7	5	1	1	2	1	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	85	21	25	23	27	12	14	3	4	1	1	0	0	0	0
MAGAZINE & PERIODICALS	15	6	40	3	20	2	13	1	7	0	0	0	0	0	0
ADVERTISING MATERIALS	19	6	32	7	37	0	0	1	5	0	0	0	0	1	5
CATALOGS & DIRECTORIES	5	0	0	1	20	2	40	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	6	0	0	3	50	0	0	0	0	0	0	1	17	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	1	33	2	67	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	9	5	56	1	11	1	11	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	10	0	0	4	40	1	10	2	20	0	0	1	10	0	0
UNANSWERED	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	10	36	3	11	3	11	4	14	0	0	1	4	0	0
MID-WEST	46	12	26	20	43	6	13	1	2	0	0	1	2	0	0
FAR-WEST	16	3	19	3	19	6	38	0	0	0	0	0	0	1	6
SOUTH-EAST	59	11	19	17	29	4	7	2	3	1	2	0	0	0	0
CANADIAN PROVINCES	5	3	60	2	40	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	106	28	26	29	27	9	8	4	4	1	1	1	1	0	0
UNION SHOP	35	8	23	15	43	7	20	2	6	0	0	1	3	0	0
COMBINATION SHOP	10	3	30	1	10	3	30	0	0	0	0	0	0	1	10
UNANSWERED	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	26	10	38	3	12	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	63	19	30	21	33	5	8	3	5	0	0	2	3	0	0
5,000,001 - 10,000,000	25	4	16	10	40	3	12	3	12	1	4	0	0	0	0
OVER 10,000,000	32	6	19	11	34	11	34	1	3	0	0	0	0	1	3
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	0	0	25	16	44	29	41	27	22	14	4	3	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	85	0	0	16	19	30	35	17	20	13	15	1	1	0	0
MAGAZINE & PERIODICALS	15	0	0	1	7	5	33	5	33	2	13	1	7	0	0
ADVERTISING MATERIALS	19	0	0	3	16	3	16	7	37	1	5	0	0	0	0
CATALOGS & DIRECTORIES	5	0	0	1	20	0	0	2	40	1	20	0	0	1	20
LABELS AND WRAPPERS	6	0	0	2	33	1	17	2	33	0	0	1	17	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	1	33	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	2	22	3	33	3	33	1	11	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	10	0	0	2	20	3	30	4	40	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	2	100	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	0	0	4	14	7	25	8	29	3	11	0	0	0	0
MID-WEST	46	0	0	5	11	14	30	14	30	8	17	0	0	0	0
FAR-WEST	16	0	0	6	38	5	31	1	6	2	13	2	13	0	0
SOUTH-EAST	59	0	0	10	17	17	29	16	27	8	14	2	3	1	2
CANADIAN PROVINCES	5	0	0	0	0	1	20	2	40	1	20	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	108	0	0	19	18	31	29	28	26	15	14	2	2	1	1
UNION SHOP	35	0	0	4	11	11	31	8	23	6	17	2	6	0	0
COMBINATION SHOP	10	0	0	1	10	2	20	5	50	1	10	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	6	75	1	13	0	0	0	0	0	0	0	0
500,001 - 1,500,000	26	0	0	10	38	12	46	2	8	1	4	0	0	0	0
1,500,001 - 5,000,000	63	0	0	4	6	19	30	27	43	6	10	1	2	0	0
5,000,001 - 10,000,000	25	0	0	3	12	9	36	4	16	4	16	1	4	0	0
OVER 10,000,000	32	0	0	2	6	3	9	8	25	11	34	2	6	1	3
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	1	1	1	1	15	10
FORM OF BUSINESS							
COMMERCIAL PRINTING	85	1	1	1	1	6	7
MAGAZINE & PERIODICALS	15	0	0	0	0	1	7
ADVERTISING MATERIALS	19	0	0	0	0	5	26
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0
LABELS AND WRAPPERS	6	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	2	67
BOOK PRINTING	9	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	10	0	0	0	0	1	10
UNANSWERED	2	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	28	0	0	0	0	6	21
MID-WEST	46	0	0	1	2	4	9
FAR-WEST	16	0	0	0	0	0	0
SOUTH-EAST	59	1	2	0	0	4	7
CANADIAN PROVINCES	5	0	0	0	0	1	20
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	108	1	1	0	0	11	10
UNION SHOP	35	0	0	0	0	4	11
COMBINATION SHOP	10	0	0	1	10	0	0
UNANSWERED	1	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	8	0	0	0	0	1	13
500,001 - 1,500,000	26	0	0	0	0	1	4
1,500,001 - 5,000,000	63	0	0	0	0	6	10
5,000,001 - 10,000,000	25	0	0	0	0	4	16
OVER 10,000,000	32	1	3	1	3	3	9
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	0	0	29	19	35	23	49	32	15	10	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	85	0	0	16	19	24	28	22	26	7	8	1	1	0	0
MAGAZINE & PERIODICALS	15	0	0	2	13	2	13	9	60	2	13	0	0	0	0
ADVERTISING MATERIALS	19	0	0	5	26	4	21	5	26	2	11	0	0	0	0
CATALOGS & DIRECTORIES	5	0	0	1	20	0	0	1	20	1	20	0	0	0	0
LABELS AND WRAPPERS	6	0	0	2	33	1	17	3	50	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	1	33	1	33	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	1	11	4	44	1	11	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	10	0	0	3	30	2	20	3	30	2	20	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	0	0	5	18	9	32	8	29	1	4	0	0	0	0
MID-WEST	46	0	0	4	9	12	26	18	39	4	9	1	2	0	0
FAR-WEST	16	0	0	5	31	4	25	2	13	4	25	0	0	0	0
SOUTH-EAST	59	0	0	15	25	9	15	20	34	6	10	0	0	0	0
CANADIAN PROVINCES	5	0	0	0	0	1	20	1	20	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	108	0	0	26	24	25	23	33	31	6	6	0	0	0	0
UNION SHOP	35	0	0	2	6	8	23	13	37	7	20	0	0	0	0
COMBINATION SHOP	10	0	0	1	10	1	10	3	30	2	20	1	10	0	0
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	5	63	1	13	0	0	0	0	0	0	0	0
500,001 - 1,500,000	26	0	0	12	46	9	35	1	4	0	0	0	0	0	0
1,500,001 - 5,000,000	63	0	0	10	16	18	29	22	35	2	3	0	0	0	0
5,000,001 - 10,000,000	25	0	0	1	4	7	28	10	40	5	20	0	0	0	0
OVER 10,000,000	32	0	0	1	3	0	0	16	50	8	25	1	3	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	0	0	0	0	0	0	25	16
FORM OF BUSINESS									
COMMERCIAL PRINTING	85	0	0	0	0	0	0	15	18
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	19	0	0	0	0	0	0	3	16
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	2	40
LABELS AND WRAPPERS	6	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	1	33
BOOK PRINTING	9	0	0	0	0	0	0	3	33
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	10	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50
GEOGRAPHIC REGION									
NORTH-EAST	28	0	0	0	0	0	0	5	18
MID-WEST	46	0	0	0	0	0	0	7	15
FAR-WEST	16	0	0	0	0	0	0	1	6
SOUTH-EAST	59	0	0	0	0	0	0	9	15
CANADIAN PROVINCES	5	0	0	0	0	0	0	3	60
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	108	0	0	0	0	0	0	18	17
UNION SHOP	35	0	0	0	0	0	0	5	14
COMBINATION SHOP	10	0	0	0	0	0	0	2	20
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	8	0	0	0	0	0	0	2	25
500,001 - 1,500,000	26	0	0	0	0	0	0	4	15
1,500,001 - 5,000,000	63	0	0	0	0	0	0	11	17
5,000,001 - 10,000,000	25	0	0	0	0	0	0	2	8
OVER 10,000,000	32	0	0	0	0	0	0	6	19
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	1	1	8	5	19	12	23	15	29	19	24	16	16	10
FORM OF BUSINESS															
COMMERCIAL PRINTING	85	1	1	4	5	11	13	12	14	17	20	17	20	7	8
MAGAZINE & PERIODICALS	15	0	0	0	0	2	13	3	20	3	20	1	7	1	7
ADVERTISING MATERIALS	19	0	0	1	5	0	0	2	11	3	16	4	21	2	11
CATALOGS & DIRECTORIES	5	0	0	0	0	2	40	1	20	0	0	1	20	1	20
LABELS AND WRAPPERS	6	0	0	0	0	0	0	1	17	0	0	1	17	3	50
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	1	33	1	33	0	0	1	33
BOOK PRINTING	9	0	0	2	22	0	0	1	11	3	33	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	10	0	0	1	10	3	30	2	20	1	10	0	0	1	10
UNANSWERED	2	0	0	0	0	1	50	0	0	1	50	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	0	0	0	0	6	21	5	18	6	21	3	11	1	4
MID-WEST	46	0	0	3	7	4	9	6	13	8	17	10	22	6	13
FAR-WEST	16	0	0	0	0	2	13	2	13	3	19	3	19	2	13
SOUTH-EAST	59	1	2	5	8	7	12	9	15	11	19	7	12	6	10
CANADIAN PROVINCES	5	0	0	0	0	0	0	1	20	1	20	1	20	1	20
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	108	1	1	7	6	19	18	17	16	21	19	13	12	8	7
UNION SHOP	35	0	0	1	3	0	0	3	9	5	14	10	29	5	14
COMBINATION SHOP	10	0	0	0	0	0	0	2	20	3	30	1	10	3	30
UNANSWERED	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	0	0	2	25	3	38	1	13	0	0	0	0	0	0
500,001 - 1,500,000	26	1	4	1	4	5	19	4	15	6	23	2	8	3	12
1,500,001 - 5,000,000	63	0	0	4	6	9	14	8	13	12	19	13	21	4	6
5,000,001 - 10,000,000	25	0	0	1	4	2	8	7	28	2	8	3	12	1	4
OVER 10,000,000	32	0	0	0	0	0	0	3	9	9	28	6	19	8	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	154	16	10	8	5	4	3	6	4
FORM OF BUSINESS									
COMMERCIAL PRINTING	85	10	12	3	4	1	1	2	2
MAGAZINE & PERIODICALS	15	3	20	2	13	0	0	0	0
ADVERTISING MATERIALS	19	2	11	1	5	1	5	3	16
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	6	0	0	1	17	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	0	0
BOOK PRINTING	9	0	0	1	11	1	11	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	10	1	10	0	0	1	10	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	28	3	11	2	7	0	0	2	7
MID-WEST	46	3	7	3	7	2	4	1	2
FAR-WEST	16	2	13	1	6	0	0	1	6
SOUTH-EAST	59	7	12	2	3	2	3	2	3
CANADIAN PROVINCES	5	1	20	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	108	8	7	6	6	4	4	4	4
UNION SHOP	35	7	20	2	6	0	0	2	6
COMBINATION SHOP	10	1	10	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	8	2	25	0	0	0	0	0	0
500,001 - 1,500,000	26	0	0	1	4	0	0	3	12
1,500,001 - 5,000,000	63	8	13	2	3	2	3	1	2
5,000,001 - 10,000,000	25	3	12	2	8	2	8	2	8
OVER 10,000,000	32	3	9	3	9	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - STRIPPING FOREMAN

	NUMBER OF RESPONDENTS NO.	UP TO 2 YEARS NO.	PCT.	2 TO 4 YEARS NO.	PCT.	5 TO 8 YEARS NO.	PCT.	9 TO 16 YEARS NO.	PCT.	17 TO 32 YEARS NO.	PCT.	OVER 32 YEARS NO.	PCT.	UNANSWERED NO.	PCT.
TOTAL, ALL RESPONDENTS	154	57	37	32	21	25	16	22	14	10	6	0	0	8	5
FORM OF BUSINESS															
COMMERCIAL PRINTING	85	33	39	20	24	15	18	9	11	6	7	0	0	2	2
MAGAZINE & PERIODICALS	15	2	13	3	20	4	27	4	27	2	13	0	0	0	0
ADVERTISING MATERIALS	19	10	53	3	16	1	5	1	5	0	0	0	0	4	21
CATALOGS & DIRECTORIES	5	2	40	1	20	1	20	0	0	0	0	0	0	1	20
LABELS AND WRAPPERS	6	2	33	1	17	1	17	2	33	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	2	67	0	0	1	33	0	0	0	0	0	0
BOOK PRINTING	9	3	33	2	22	0	0	4	44	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	10	4	40	0	0	3	30	1	10	2	20	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
GEOGRAPHIC REGION															
NORTH-EAST	28	12	43	3	11	5	18	3	11	3	11	0	0	2	7
MID-WEST	46	13	28	8	17	10	22	10	22	2	4	0	0	3	7
FAR-WEST	16	6	38	3	19	2	13	2	13	2	13	0	0	1	6
SOUTH-EAST	59	24	41	18	31	8	14	4	7	3	5	0	0	2	3
CANADIAN PROVINCES	5	2	40	0	0	0	0	3	60	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	108	43	40	22	20	19	18	14	13	5	5	0	0	5	5
UNION SHOP	35	8	23	7	20	5	14	7	20	5	14	0	0	3	9
COMBINATION SHOP	10	6	60	3	30	1	10	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	8	5	63	2	25	0	0	0	0	1	13	0	0	0	0
500,001 - 1,500,000	26	12	46	7	27	4	15	2	8	0	0	0	0	1	4
1,500,001 - 5,000,000	63	21	33	16	25	9	14	8	13	6	10	0	0	3	5
5,000,001 - 10,000,000	25	9	36	2	8	5	20	5	20	2	8	0	0	2	8
OVER 10,000,000	32	10	31	5	16	7	22	7	22	1	3	0	0	2	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Production Manager

PROFILE OF ANNUAL SALARY - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	106	0	0	0	0	1	1	2	2	6	6	9	8	7	7
FORM OF BUSINESS															
COMMERCIAL PRINTING	45	0	0	0	0	1	2	2	4	4	9	3	7	0	0
MAGAZINE & PERIODICALS	13	0	0	0	0	0	0	0	0	1	8	0	0	0	0
ADVERTISING MATERIALS	20	0	0	0	0	0	0	0	0	0	0	3	15	2	10
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	0	0	0	0	1	11	1	11	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	0	0	0	0	0	0	2	25	2	25
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	22	0	0	0	0	1	5	1	5	3	14	4	18	1	5
MID-WEST	43	0	0	0	0	0	0	0	0	2	5	2	5	3	7
FAR-WEST	13	0	0	0	0	0	0	0	0	1	8	1	8	1	8
SOUTH-EAST	26	0	0	0	0	0	0	1	4	0	0	2	8	2	8
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	72	0	0	0	0	1	1	2	3	6	8	8	11	6	8
UNION SHOP	23	0	0	0	0	0	0	0	0	0	0	1	4	1	4
COMBINATION SHOP	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	6	0	0	0	0	0	0	1	17	1	17	1	17	2	33
500,001 - 1,500,000	16	0	0	0	0	0	0	1	6	2	13	3	19	0	0
1,500,001 - 5,000,000	34	0	0	0	0	0	0	0	0	3	9	2	6	4	12
5,000,001 - 10,000,000	22	0	0	0	0	1	5	0	0	0	0	3	14	0	0
OVER 10,000,000	28	0	0	0	0	0	0	0	0	0	0	0	0	1	4
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	106	32	30	23	22	16	15	6	6	1	1	3	3	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	45	13	29	13	29	6	13	3	7	0	0	0	0	0	0
MAGAZINE & PERIODICALS	13	6	46	3	23	1	8	0	0	1	8	1	8	0	0
ADVERTISING MATERIALS	20	4	20	5	25	4	20	1	5	0	0	1	5	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	1	25	2	50	1	25	0	0	0	0	0	0	0	0
BOOK PRINTING	9	5	56	0	0	1	11	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	2	25	0	0	1	13	0	0	0	0	1	13	0	0
UNANSWERED	2	0	0	0	0	1	50	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	22	4	18	4	18	4	18	0	0	0	0	0	0	0	0
MID-WEST	43	17	40	7	16	7	16	4	9	0	0	1	2	0	0
FAR-WEST	13	4	31	3	23	1	8	2	15	0	0	0	0	0	0
SOUTH-EAST	26	6	23	8	31	4	15	0	0	1	4	2	8	0	0
CANADIAN PROVINCES	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	72	21	29	17	24	8	11	1	1	0	0	2	3	0	0
UNION SHOP	23	8	35	3	13	7	30	2	9	1	4	0	0	0	0
COMBINATION SHOP	11	3	27	3	27	1	9	3	27	0	0	1	9	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	6	1	17	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	16	5	31	4	25	1	6	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	34	11	32	8	24	6	18	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	22	7	32	6	27	5	23	0	0	0	0	0	0	0	0
OVER 10,000,000	28	8	29	5	18	4	14	6	21	1	4	3	11	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	106	58	55	10	9	10	9	2	2	12	11	6	6	3	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	45	22	49	6	13	5	11	1	2	4	9	3	7	2	4
MAGAZINE & PERIODICALS	13	6	46	0	0	0	0	1	8	3	23	1	8	0	0
ADVERTISING MATERIALS	20	9	45	2	10	4	20	0	0	3	15	2	10	0	0
CATALOGS & DIRECTORIES	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
FINANCIAL AND LEGAL	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	4	100	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	9	7	78	0	0	1	11	0	0	1	11	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	5	63	1	13	0	0	0	0	1	13	0	0	0	0
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	22	16	73	2	9	3	14	0	0	0	0	0	0	1	5
MID-WEST	43	23	53	4	9	4	9	1	2	6	14	3	7	0	0
FAR-WEST	13	8	62	1	8	1	8	0	0	2	15	1	8	0	0
SOUTH-EAST	26	10	38	2	8	2	8	1	4	4	15	2	8	2	8
CANADIAN PROVINCES	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	72	35	49	9	13	7	10	2	3	11	15	4	6	2	3
UNION SHOP	23	15	65	1	4	2	9	0	0	1	4	1	4	1	4
COMBINATION SHOP	11	8	73	0	0	1	9	0	0	0	0	1	9	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	6	4	67	2	33	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	16	10	63	1	6	2	13	0	0	3	19	0	0	0	0
1,500,001 - 5,000,000	34	15	44	4	12	6	18	0	0	4	12	4	12	1	3
5,000,001 - 10,000,000	22	13	59	2	9	2	9	2	9	1	5	0	0	1	5
OVER 10,000,000	28	16	57	1	4	0	0	0	0	4	14	2	7	1	4
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS NO.	$4,001 TO $5,000 NO.	PCT.	$5,001 TO $7,500 NO.	PCT.	$7,501 TO $10,000 NO.	PCT.	OVER $10,000 NO.	PCT.
TOTAL, ALL RESPONDENTS	106	2	2	2	2	0	0	1	1
FORM OF BUSINESS									
COMMERCIAL PRINTING	45	0	0	2	4	0	0	0	0
MAGAZINE & PERIODICALS	13	1	8	0	0	0	0	1	8
ADVERTISING MATERIALS	20	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	8	1	13	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	22	0	0	0	0	0	0	0	0
MID-WEST	43	0	0	2	5	0	0	0	0
FAR-WEST	13	0	0	0	0	0	0	0	0
SOUTH-EAST	26	2	8	0	0	0	0	1	4
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	72	1	1	0	0	0	0	1	1
UNION SHOP	23	1	4	1	4	0	0	0	0
COMBINATION SHOP	11	0	0	1	9	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	6	0	0	0	0	0	0	0	0
500,001 - 1,500,000	16	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	34	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	22	0	0	1	5	0	0	0	0
OVER 10,000,000	28	2	7	1	4	0	0	1	4
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	106	0	0	0	0	1	1	2	2	6	6	8	8	6	6
FORM OF BUSINESS															
COMMERCIAL PRINTING	45	0	0	0	0	1	2	2	4	4	9	3	7	0	0
MAGAZINE & PERIODICALS	13	0	0	0	0	0	0	0	0	1	8	0	0	0	0
ADVERTISING MATERIALS	20	0	0	0	0	0	0	0	0	0	0	2	10	2	10
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	0	0	0	0	1	11	1	11	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	0	0	0	0	0	0	2	25	2	25
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	22	0	0	0	0	1	5	1	5	3	14	4	18	0	0
MID-WEST	43	0	0	0	0	0	0	0	0	2	5	2	5	2	5
FAR-WEST	13	0	0	0	0	0	0	0	0	1	8	0	0	2	15
SOUTH-EAST	26	0	0	0	0	0	0	1	4	0	0	2	8	2	8
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	72	0	0	0	0	1	1	2	3	6	8	8	11	4	6
UNION SHOP	23	0	0	0	0	0	0	0	0	0	0	0	0	2	9
COMBINATION SHOP	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	6	0	0	0	0	0	0	1	17	1	17	1	17	2	33
500,001 - 1,500,000	16	0	0	0	0	0	0	1	6	2	13	3	19	0	0
1,500,001 - 5,000,000	34	0	0	0	0	0	0	0	0	3	9	1	3	3	9
5,000,001 - 10,000,000	22	0	0	0	0	1	5	0	0	0	0	3	14	0	0
OVER 10,000,000	28	0	0	0	0	0	0	0	0	0	0	0	0	1	4
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	106	29	27	21	20	22	21	6	6	1	1	3	3	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	45	13	29	9	20	9	20	3	7	1	2	0	0	0	0
MAGAZINE & PERIODICALS	13	3	23	5	38	2	15	0	0	0	0	2	15	0	0
ADVERTISING MATERIALS	20	5	25	3	15	6	30	1	5	0	0	1	5	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	1	50	0	0	0	0	1	50	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	1	25	2	50	1	25	0	0	0	0	0	0	0	0
BOOK PRINTING	9	4	44	1	11	1	11	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	1	13	1	13	1	13	0	0	0	0	0	0	1	13
UNANSWERED	2	0	0	0	0	1	50	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	22	5	23	4	18	4	18	0	0	0	0	0	0	0	0
MID-WEST	43	17	40	5	12	9	21	4	9	1	2	1	2	0	0
FAR-WEST	13	4	31	2	15	2	15	2	15	0	0	0	0	0	0
SOUTH-EAST	26	2	8	9	35	7	27	0	0	0	0	1	4	2	8
CANADIAN PROVINCES	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	72	18	25	17	24	13	18	1	1	0	0	0	0	2	3
UNION SHOP	23	8	35	2	9	7	30	3	13	0	0	1	4	0	0
COMBINATION SHOP	11	3	27	2	18	2	18	2	18	1	9	1	9	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	6	1	17	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	16	5	31	4	25	1	6	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	34	12	35	6	18	9	26	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	22	7	32	5	23	5	23	1	5	0	0	0	0	0	0
OVER 10,000,000	28	4	14	6	21	7	25	5	18	1	4	2	7	2	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS NO.	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
		NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	106	0	0	21	20	33	31	21	20	4	4	4	4	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	45	0	0	6	13	24	53	5	11	3	7	2	4	0	0
MAGAZINE & PERIODICALS	13	0	0	1	8	3	23	4	31	0	0	0	0	0	0
ADVERTISING MATERIALS	20	0	0	6	30	5	25	0	0	0	0	2	10	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	1	50	0	0	1	50	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	1	25	0	0	3	75	0	0	0	0	0	0
BOOK PRINTING	9	0	0	1	11	0	0	4	44	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	3	38	0	0	2	25	1	13	0	0	0	0
UNANSWERED	2	0	0	1	50	0	0	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	22	0	0	6	27	4	18	5	23	1	5	2	9	0	0
MID-WEST	43	0	0	7	16	16	37	8	19	2	5	1	2	0	0
FAR-WEST	13	0	0	3	23	5	38	3	23	0	0	1	8	0	0
SOUTH-EAST	26	0	0	5	19	8	31	4	15	1	4	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	72	0	0	15	21	24	33	10	14	3	4	1	1	0	0
UNION SHOP	23	0	0	4	17	7	30	8	35	0	0	2	9	0	0
COMBINATION SHOP	11	0	0	2	18	2	18	3	27	1	9	1	9	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	6	0	0	1	17	3	50	1	17	0	0	0	0	0	0
500,001 - 1,500,000	16	0	0	3	19	5	31	3	19	1	6	2	13	0	0
1,500,001 - 5,000,000	34	0	0	13	38	8	24	4	12	2	6	0	0	0	0
5,000,001 - 10,000,000	22	0	0	2	9	10	45	2	9	0	0	1	5	0	0
OVER 10,000,000	28	0	0	2	7	7	25	11	39	1	4	1	4	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	106	0	0	1	1	22	21
FORM OF BUSINESS							
COMMERCIAL PRINTING	45	0	0	1	2	4	9
MAGAZINE & PERIODICALS	13	0	0	0	0	5	38
ADVERTISING MATERIALS	20	0	0	0	0	7	35
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	4	44
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	2	25
UNANSWERED	2	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	22	0	0	0	0	4	18
MID-WEST	43	0	0	0	0	9	21
FAR-WEST	13	0	0	0	0	1	8
SOUTH-EAST	26	0	0	1	4	7	27
CANADIAN PROVINCES	2	0	0	0	0	1	50
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	72	0	0	1	1	18	25
UNION SHOP	23	0	0	0	0	2	9
COMBINATION SHOP	11	0	0	0	0	2	18
UNANSWERED	0	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	6	0	0	0	0	1	17
500,001 - 1,500,000	16	0	0	0	0	2	13
1,500,001 - 5,000,000	34	0	0	0	0	7	21
5,000,001 - 10,000,000	22	0	0	0	0	7	32
OVER 10,000,000	28	0	0	1	4	5	18
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	106	0	0	20	19	25	24	26	25	7	7	3	3	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	45	0	0	8	18	13	29	15	33	2	4	2	4	0	0
MAGAZINE & PERIODICALS	13	0	0	3	23	4	31	2	15	0	0	0	0	0	0
ADVERTISING MATERIALS	20	0	0	3	15	5	25	0	0	3	15	1	5	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	2	100	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	2	50	0	0	2	50	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	1	11	4	44	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	3	38	0	0	2	25	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	22	0	0	6	27	5	23	4	18	2	9	1	5	0	0
MID-WEST	43	0	0	4	9	8	19	12	28	4	9	2	5	0	0
FAR-WEST	13	0	0	4	31	4	31	4	31	1	8	0	0	0	0
SOUTH-EAST	26	0	0	5	19	8	31	5	19	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	1	50	0	0	1	50	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	72	0	0	16	22	16	22	16	22	3	4	1	1	0	0
UNION SHOP	23	0	0	3	13	8	35	4	17	3	13	1	4	0	0
COMBINATION SHOP	11	0	0	1	9	1	9	6	55	1	9	1	9	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	6	0	0	1	17	2	33	1	17	0	0	0	0	0	0
500,001 - 1,500,000	16	0	0	2	13	3	19	7	44	0	0	0	0	0	0
1,500,001 - 5,000,000	34	0	0	12	35	7	21	5	15	2	6	2	6	0	0
5,000,001 - 10,000,000	22	0	0	4	18	6	27	2	9	3	14	1	5	0	0
OVER 10,000,000	28	0	0	1	4	7	25	11	39	2	7	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS NO.	121 TO 240 NO.	PCT.	241 TO 320 NO.	PCT.	OVER 320 NO.	PCT.	UNANSWERED NO.	PCT.
TOTAL, ALL RESPONDENTS	106	1	1	0	0	0	0	24	23
FORM OF BUSINESS									
COMMERCIAL PRINTING	45	1	2	0	0	0	0	4	9
MAGAZINE & PERIODICALS	13	0	0	0	0	0	0	4	31
ADVERTISING MATERIALS	20	0	0	0	0	0	0	8	40
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	0	0	4	44
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	0	0	3	38
UNANSWERED	2	0	0	0	0	0	0	1	50
GEOGRAPHIC REGION									
NORTH-EAST	22	0	0	0	0	0	0	4	18
MID-WEST	43	0	0	0	0	0	0	13	30
FAR-WEST	13	0	0	0	0	0	0	0	0
SOUTH-EAST	26	1	4	0	0	0	0	7	27
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	72	1	1	0	0	0	0	19	26
UNION SHOP	23	0	0	0	0	0	0	4	17
COMBINATION SHOP	11	0	0	0	0	0	0	1	9
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	6	0	0	0	0	0	0	2	33
500,001 - 1,500,000	16	0	0	0	0	0	0	4	25
1,500,001 - 5,000,000	34	0	0	0	0	0	0	6	18
5,000,001 - 10,000,000	22	0	0	0	0	0	0	6	27
OVER 10,000,000	28	1	4	0	0	0	0	6	21
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	106	1	1	11	10	13	12	12	11	21	20	17	16	10	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	45	1	2	7	16	4	9	3	7	11	24	8	18	4	9
MAGAZINE & PERIODICALS	13	0	0	1	8	1	8	3	23	3	23	1	8	2	15
ADVERTISING MATERIALS	20	0	0	2	10	5	25	1	5	2	10	4	20	2	10
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0	2	50	1	25	1	25
BOOK PRINTING	9	0	0	0	0	2	22	2	22	1	11	1	11	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	1	13	1	13	2	25	1	13	1	13	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	22	1	5	3	14	2	9	2	9	4	18	1	5	2	9
MID-WEST	43	0	0	6	14	6	14	2	5	6	14	11	26	3	7
FAR-WEST	13	0	0	0	0	3	23	3	23	6	46	1	8	0	0
SOUTH-EAST	26	0	0	2	8	2	8	4	15	4	15	4	15	5	19
CANADIAN PROVINCES	2	0	0	0	0	0	0	1	50	1	50	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	72	1	1	10	14	10	14	9	13	13	18	9	13	5	7
UNION SHOP	23	0	0	1	4	3	13	3	13	6	26	5	22	2	9
COMBINATION SHOP	11	0	0	0	0	0	0	0	0	2	18	3	27	3	27
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	6	0	0	0	0	2	33	2	33	1	17	1	17	0	0
500,001 - 1,500,000	16	1	6	3	19	4	25	0	0	3	19	1	6	0	0
1,500,001 - 5,000,000	34	0	0	5	15	2	6	4	12	6	18	3	9	4	12
5,000,001 - 10,000,000	22	0	0	2	9	3	14	2	9	5	23	3	14	2	9
OVER 10,000,000	28	0	0	1	4	2	7	4	14	6	21	9	32	4	14
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	106	6	6	6	6	2	2	7	7
FORM OF BUSINESS									
COMMERCIAL PRINTING	45	2	4	4	9	0	0	1	2
MAGAZINE & PERIODICALS	13	2	15	0	0	0	0	0	0
ADVERTISING MATERIALS	20	1	5	2	10	0	0	1	5
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	1	50
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	1	11	1	11
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	0	0	2	25
UNANSWERED	2	1	50	0	0	1	50	0	0
GEOGRAPHIC REGION									
NORTH-EAST	22	0	0	2	9	0	0	5	23
MID-WEST	43	4	9	3	7	2	5	0	0
FAR-WEST	13	0	0	0	0	0	0	0	0
SOUTH-EAST	26	2	8	1	4	0	0	2	8
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	72	3	4	5	7	2	3	5	7
UNION SHOP	23	2	9	0	0	0	0	1	4
COMBINATION SHOP	11	1	9	1	9	0	0	1	9
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	6	0	0	0	0	0	0	0	0
500,001 - 1,500,000	16	0	0	2	13	1	6	1	6
1,500,001 - 5,000,00	34	3	9	3	9	0	0	4	12
5,000,001 - 10,000,000	22	1	5	1	5	1	5	2	9
OVER 10,000,000	28	2	7	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - PRODUCTION MANAGER

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	106	36	34	23	22	18	17	14	13	3	3	0	0	12	11
FORM OF BUSINESS															
COMMERCIAL PRINTING	45	17	38	12	27	7	16	4	9	2	4	0	0	3	7
MAGAZINE & PERIODICALS	13	4	31	3	23	3	23	3	23	0	0	0	0	0	0
ADVERTISING MATERIALS	20	7	35	3	15	4	20	3	15	0	0	0	0	3	15
CATALOGS & DIRECTORIES	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	1	50	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	2	50	1	25	1	25	0	0	0	0	0	0	0	0
BOOK PRINTING	9	2	22	3	33	2	22	1	11	1	11	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	3	38	1	13	0	0	1	13	0	0	0	0	3	38
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	1	50
GEOGRAPHIC REGION															
NORTH-EAST	22	10	45	2	9	1	5	1	5	1	5	0	0	7	32
MID-WEST	43	14	33	7	16	8	19	8	19	1	2	0	0	5	12
FAR-WEST	13	1	8	9	69	2	15	1	8	0	0	0	0	0	0
SOUTH-EAST	26	9	35	5	19	7	27	4	15	1	4	0	0	0	0
CANADIAN PROVINCES	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	72	26	36	12	17	11	15	11	15	3	4	0	0	9	13
UNION SHOP	23	6	26	8	35	5	22	2	9	0	0	0	0	2	9
COMBINATION SHOP	11	4	36	3	27	2	18	1	9	0	0	0	0	1	9
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	6	2	33	1	17	2	33	1	17	0	0	0	0	0	0
500,001 - 1,500,000	16	9	56	3	19	3	19	1	6	0	0	0	0	0	0
1,500,001 - 5,000,000	34	10	29	8	24	4	12	4	12	2	6	0	0	6	18
5,000,001 - 10,000,000	22	5	23	4	18	4	18	3	14	1	5	0	0	5	23
OVER 10,000,000	28	10	36	7	25	5	18	5	18	0	0	0	0	1	4
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Assistant Production Manager

PROFILE OF ANNUAL SALARY - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	53	2	4	0	0	1	2	1	2	9	17	7	13	7	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	24	0	0	0	0	1	4	1	4	3	13	2	8	2	8
MAGAZINE & PERIODICALS	12	2	17	0	0	0	0	0	0	3	25	2	17	1	8
ADVERTISING MATERIALS	8	0	0	0	0	0	0	0	0	0	0	1	13	2	25
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	0	0	0	0	0	0	0	0	0	0	1	50	1	50
BOOK PRINTING	3	0	0	0	0	0	0	0	0	1	33	1	33	1	33
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0	2	100	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	10	0	0	0	0	1	10	0	0	2	20	3	30	1	10
MID-WEST	15	0	0	0	0	0	0	0	0	1	7	2	13	3	20
FAR-WEST	7	0	0	0	0	0	0	0	0	1	14	1	14	2	29
SOUTH-EAST	19	2	11	0	0	0	0	1	5	4	21	1	5	1	5
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	34	2	6	0	0	1	3	1	3	7	21	3	9	5	15
UNION SHOP	7	0	0	0	0	0	0	0	0	2	29	1	14	1	14
COMBINATION SHOP	12	0	0	0	0	0	0	0	0	0	0	3	25	1	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
500,001 - 1,500,000	5	0	0	0	0	0	0	0	0	1	20	0	0	1	20
1,500,001 - 5,000,000	20	0	0	0	0	0	0	0	0	5	25	4	20	4	20
5,000,001 - 10,000,000	5	0	0	0	0	1	20	0	0	0	0	0	0	0	0
OVER 10,000,000	21	2	10	0	0	0	0	0	0	3	14	3	14	2	10
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	53	12	23	13	25	0	0	1	2	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	24	7	29	8	33	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	12	1	8	3	25	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	8	4	50	0	0	0	0	1	13	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	10	2	20	1	10	0	0	0	0	0	0	0	0	0	0
MID-WEST	15	3	20	5	33	0	0	1	7	0	0	0	0	0	0
FAR-WEST	7	2	29	1	14	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	19	5	26	5	26	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	34	8	24	7	21	0	0	0	0	0	0	0	0	0	0
UNION SHOP	7	1	14	2	29	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	12	3	25	4	33	0	0	1	8	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	5	3	60	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	20	5	25	2	10	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	5	2	40	2	40	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	21	2	10	8	38	0	0	1	5	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	53	36	68	6	11	5	9	2	4	0	0	2	4	1	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	24	14	58	6	25	1	4	0	0	0	0	1	4	1	4
MAGAZINE & PERIODICALS	12	8	67	0	0	2	17	1	8	0	0	1	8	0	0
ADVERTISING MATERIALS	8	5	63	0	0	2	25	1	13	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	10	7	70	3	30	0	0	0	0	0	0	0	0	0	0
MID-WEST	15	10	67	0	0	2	13	1	7	0	0	0	0	1	7
FAR-WEST	7	5	71	0	0	2	29	0	0	0	0	0	0	0	0
SOUTH-EAST	19	13	68	2	11	1	5	1	5	0	0	2	11	0	0
CANADIAN PROVINCES	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	34	22	65	6	18	3	9	2	6	0	0	1	3	0	0
UNION SHOP	7	6	86	0	0	0	0	0	0	0	0	1	14	0	0
COMBINATION SHOP	12	8	67	0	0	2	17	0	0	0	0	0	0	1	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	5	1	20	3	60	1	20	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	20	14	70	2	10	3	15	1	5	0	0	0	0	0	0
5,000,001 - 10,000,000	5	3	60	1	20	1	20	0	0	0	0	0	0	0	0
OVER 10,000,000	21	16	76	0	0	0	0	1	5	0	0	2	10	1	5
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS NO.	$4,001 TO $5,000 NO.	PCT.	$5,001 TO $7,500 NO.	PCT.	$7,501 TO $10,000 NO.	PCT.	OVER $10,000 NO.	PCT.
TOTAL, ALL RESPONDENTS	53	1	2	0	0	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	24	1	4	0	0	0	0	0	0
MAGAZINE & PERIODICALS	12	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	8	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	10	0	0	0	0	0	0	0	0
MID-WEST	15	1	7	0	0	0	0	0	0
FAR-WEST	7	0	0	0	0	0	0	0	0
SOUTH-EAST	19	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	34	0	0	0	0	0	0	0	0
UNION SHOP	7	0	0	0	0	0	0	0	0
COMBINATION SHOP	12	1	8	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	0	0	0	0
500,001 - 1,500,000	5	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	20	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	5	0	0	0	0	0	0	0	0
OVER 10,000,000	21	1	5	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	53	2	4	0	0	1	2	1	2	9	17	6	11	7	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	24	0	0	0	0	1	4	1	4	3	13	2	8	2	8
MAGAZINE & PERIODICALS	12	2	17	0	0	0	0	0	0	3	25	1	8	2	17
ADVERTISING MATERIALS	8	0	0	0	0	0	0	0	0	0	0	1	13	1	13
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	0	0	0	0	0	0	0	0	0	0	1	50	1	50
BOOK PRINTING	3	0	0	0	0	0	0	0	0	1	33	1	33	1	33
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0	2	100	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	10	0	0	0	0	1	10	0	0	2	20	3	30	1	10
MID-WEST	15	0	0	0	0	0	0	0	0	1	7	1	7	3	20
FAR-WEST	7	0	0	0	0	0	0	0	0	1	14	1	14	2	29
SOUTH-EAST	19	2	11	0	0	0	0	1	5	4	21	1	5	1	5
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	34	2	6	0	0	1	3	1	3	7	21	2	6	5	15
UNION SHOP	7	0	0	0	0	0	0	0	0	2	29	1	14	1	14
COMBINATION SHOP	12	0	0	0	0	0	0	0	0	0	0	3	25	1	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
500,001 - 1,500,000	5	0	0	0	0	0	0	0	0	1	20	0	0	1	20
1,500,001 - 5,000,000	20	0	0	0	0	0	0	0	0	5	25	3	15	4	20
5,000,001 - 10,000,000	5	0	0	0	0	1	20	0	0	0	0	0	0	0	0
OVER 10,000,000	21	2	10	0	0	0	0	0	0	3	14	3	14	2	10
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	53	11	21	12	23	3	6	1	2	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	24	5	21	8	33	2	8	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	12	1	8	2	17	1	8	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	8	5	63	0	0	0	0	1	13	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	10	2	20	1	10	0	0	0	0	0	0	0	0	0	0
MID-WEST	15	3	20	4	27	2	13	1	7	0	0	0	0	0	0
FAR-WEST	7	2	29	1	14	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	19	4	21	5	26	1	5	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	34	7	21	8	24	1	3	0	0	0	0	0	0	0	0
UNION SHOP	7	1	14	2	29	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	12	3	25	2	17	2	17	1	8	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	5	2	40	1	20	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	20	6	30	2	10	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	5	2	40	2	40	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	21	1	5	6	29	3	14	1	5	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	53	0	0	12	23	12	23	5	9	0	0	1	2	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	24	0	0	4	17	8	33	3	13	0	0	0	0	0	0
MAGAZINE & PERIODICALS	12	0	0	3	25	1	8	2	17	0	0	0	0	0	0
ADVERTISING MATERIALS	8	0	0	2	25	1	13	0	0	0	0	1	13	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	3	100	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	10	0	0	2	20	1	10	0	0	0	0	0	0	0	0
MID-WEST	15	0	0	5	33	4	27	2	13	0	0	1	7	0	0
FAR-WEST	7	0	0	2	29	2	29	0	0	0	0	0	0	0	0
SOUTH-EAST	19	0	0	3	16	5	26	3	16	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	34	0	0	8	24	8	24	3	9	0	0	0	0	0	0
UNION SHOP	7	0	0	2	29	1	14	0	0	0	0	0	0	0	0
COMBINATION SHOP	12	0	0	2	17	3	25	2	17	0	0	1	8	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
500,001 - 1,500,000	5	0	0	2	40	2	40	1	20	0	0	0	0	0	0
1,500,001 - 5,000,000	20	0	0	6	30	2	10	1	5	0	0	0	0	0	0
5,000,001 - 10,000,000	5	0	0	0	0	2	40	0	0	0	0	0	0	0	0
OVER 10,000,000	21	0	0	4	19	5	24	3	14	0	0	1	5	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS NO.	28 TO 35 NO.	PCT.	OVER 35 NO.	PCT.	UNANSWERED NO.	PCT.
TOTAL, ALL RESPONDENTS	53	0	0	0	0	23	43
FORM OF BUSINESS							
COMMERCIAL PRINTING	24	0	0	0	0	9	38
MAGAZINE & PERIODICALS	12	0	0	0	0	6	50
ADVERTISING MATERIALS	8	0	0	0	0	4	50
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	2	0	0	0	0	2	100
BOOK PRINTING	3	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	1	50
UNANSWERED	0	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	10	0	0	0	0	7	70
MID-WEST	15	0	0	0	0	3	20
FAR-WEST	7	0	0	0	0	3	43
SOUTH-EAST	19	0	0	0	0	8	42
CANADIAN PROVINCES	2	0	0	0	0	2	100
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	34	0	0	0	0	15	44
UNION SHOP	7	0	0	0	0	4	57
COMBINATION SHOP	12	0	0	0	0	4	33
UNANSWERED	0	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	2	0	0	0	0	1	50
500,001 - 1,500,000	5	0	0	0	0	0	0
1,500,001 - 5,000,000	20	0	0	0	0	11	55
5,000,001 - 10,000,000	5	0	0	0	0	3	60
OVER 10,000,000	21	0	0	0	0	8	38
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	53	0	0	18	34	13	25	3	6	1	2	2	4	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	24	0	0	7	29	9	38	2	8	0	0	1	4	0	0
MAGAZINE & PERIODICALS	12	0	0	5	42	2	17	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	8	0	0	1	13	0	0	1	13	1	13	1	13	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	3	100	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	10	0	0	6	60	1	10	0	0	0	0	0	0	0	0
MID-WEST	15	0	0	6	40	3	20	0	0	1	7	2	13	0	0
FAR-WEST	7	0	0	2	29	1	14	2	29	0	0	0	0	0	0
SOUTH-EAST	19	0	0	3	16	8	42	1	5	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	34	0	0	13	38	9	26	2	6	0	0	1	3	0	0
UNION SHOP	7	0	0	3	43	1	14	0	0	0	0	0	0	0	0
COMBINATION SHOP	12	0	0	2	17	3	25	1	8	1	8	1	8	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	2	100	0	0	0	0	0	0	0	0
500,001 - 1,500,000	5	0	0	2	40	2	40	1	20	0	0	0	0	0	0
1,500,001 - 5,000,000	20	0	0	11	55	1	5	1	5	0	0	2	10	0	0
5,000,001 - 10,000,000	5	0	0	1	20	1	20	0	0	0	0	0	0	0	0
OVER 10,000,000	21	0	0	4	19	7	33	1	5	1	5	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	53	0	0	0	0	0	0	16	30
FORM OF BUSINESS									
COMMERCIAL PRINTING	24	0	0	0	0	0	0	5	21
MAGAZINE & PERIODICALS	12	0	0	0	0	0	0	5	42
ADVERTISING MATERIALS	8	0	0	0	0	0	0	4	50
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	0	0	0	0	0	0	2	100
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	10	0	0	0	0	0	0	3	30
MID-WEST	15	0	0	0	0	0	0	3	20
FAR-WEST	7	0	0	0	0	0	0	2	29
SOUTH-EAST	19	0	0	0	0	0	0	7	37
CANADIAN PROVINCES	2	0	0	0	0	0	0	1	50
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	34	0	0	0	0	0	0	9	26
UNION SHOP	7	0	0	0	0	0	0	3	43
COMBINATION SHOP	12	0	0	0	0	0	0	4	33
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	0	0	0	0
500,001 - 1,500,000	5	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	20	0	0	0	0	0	0	5	25
5,000,001 - 10,000,000	5	0	0	0	0	0	0	3	60
OVER 10,000,000	21	0	0	0	0	0	0	8	38
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	53	0	0	12	23	12	23	10	19	9	17	4	8	1	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	24	0	0	4	17	3	13	6	25	6	25	3	13	0	0
MAGAZINE & PERIODICALS	12	0	0	2	17	5	42	2	17		0	1	8	0	0
ADVERTISING MATERIALS	8	0	0	3	38	2	25	1	13	2	25	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	0	0	1	50	0	0	0	0	1	50	0	0	0	0
BOOK PRINTING	3	0	0	1	33	2	67	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	1	50	0	0	0	0	0	0	0	0	1	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	10	0	0	3	30	1	10	2	20	1	10	1	10	0	0
MID-WEST	15	0	0	3	20	3	20	3	20	6	40	0	0	0	0
FAR-WEST	7	0	0	2	29	4	57	0	0	1	14	0	0	0	0
SOUTH-EAST	19	0	0	3	16	4	21	5	26	1	5	3	16	1	5
CANADIAN PROVINCES	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	34	0	0	8	24	9	26	7	21	3	9	4	12	1	3
UNION SHOP	7	0	0	1	14	1	14	1	14	3	43	0	0	0	0
COMBINATION SHOP	12	0	0	3	25	2	17	2	17	3	25	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	1	50	0	0	0	0	1	50	0	0	0	0
500,001 - 1,500,000	5	0	0	1	20	1	20	0	0	1	20	2	40	0	0
1,500,001 - 5,000,000	20	0	0	6	30	7	35	2	10	2	10	0	0	1	5
5,000,001 - 10,000,000	5	0	0	0	0	1	20	2	40	1	20	0	0	0	0
OVER 10,000,000	21	0	0	4	19	3	14	6	29	4	19	2	10	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	53	2	4	2	4	0	0	1	2
FORM OF BUSINESS									
COMMERCIAL PRINTING	24	0	0	2	8	0	0	0	0
MAGAZINE & PERIODICALS	12	2	17	0	0	0	0	0	0
ADVERTISING MATERIALS	8	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	10	0	0	1	10	0	0	1	10
MID-WEST	15	0	0	0	0	0	0	0	0
FAR-WEST	7	0	0	0	0	0	0	0	0
SOUTH-EAST	19	2	11	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	1	50	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	34	0	0	2	6	0	0	0	0
UNION SHOP	7	1	14	0	0	0	0	0	0
COMBINATION SHOP	12	1	8	0	0	0	0	1	8
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	0	0	0	0
500,001 - 1,500,000	5	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	20	0	0	2	10	0	0	0	0
5,000,001 - 10,000,000	5	0	0	0	0	0	0	1	20
OVER 10,000,000	21	2	10	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - ASST. PROD. MANAGER

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	53	24	45	12	23	5	9	2	4	0	0	0	0	10	19
FORM OF BUSINESS															
COMMERCIAL PRINTING	24	9	38	8	33	4	17	0	0	0	0	0	0	3	13
MAGAZINE & PERIODICALS	12	7	58	2	17	1	8	1	8	0	0	0	0	1	8
ADVERTISING MATERIALS	8	4	50	1	13	0	0	0	0	0	0	0	0	3	38
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	1	50	0	0	0	0	1	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	10	2	20	2	20	3	30	0	0	0	0	0	0	3	30
MID-WEST	15	7	47	5	33	0	0	0	0	0	0	0	0	3	20
FAR-WEST	7	4	57	1	14	1	14	0	0	0	0	0	0	1	14
SOUTH-EAST	19	9	47	4	21	1	5	2	11	0	0	0	0	3	16
CANADIAN PROVINCES	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	34	17	50	6	18	4	12	1	3	0	0	0	0	6	18
UNION SHOP	7	1	14	3	43	1	14	1	14	0	0	0	0	1	14
COMBINATION SHOP	12	6	50	3	25	0	0	0	0	0	0	0	0	3	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
500,001 - 1,500,000	5	2	40	1	20	2	40	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	20	10	50	5	25	0	0	1	5	0	0	0	0	4	20
5,000,001 - 10,000,000	5	2	40	1	20	0	0	0	0	0	0	0	0	2	40
OVER 10,000,000	21	10	48	4	19	2	10	1	5	0	0	0	0	4	19
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Production Operator

PROFILE OF ANNUAL SALARY - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	0	0	2	2	3	3	10	10	23	24	16	17	9	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	53	0	0	1	2	3	6	10	19	9	17	9	17	2	4
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	0	0	3	43	2	29	0	0
ADVERTISING MATERIALS	16	0	0	1	6	0	0	0	0	2	13	4	25	2	13
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	0	0	0	0	0	0	1	33
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GREETING CARDS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	0	0	0	0	6	67	1	11	1	11
UNANSWERED	3	0	0	0	0	0	0	0	0	1	33	0	0	1	33
GEOGRAPHIC REGION															
NORTH-EAST	8	0	0	0	0	1	13	3	38	3	38	1	13	0	0
MID-WEST	41	0	0	0	0	1	2	3	7	9	22	7	17	5	12
FAR-WEST	14	0	0	0	0	0	0	1	7	3	21	2	14	3	21
SOUTH-EAST	30	0	0	2	7	1	3	3	10	8	27	6	20	1	3
CANADIAN PROVINCES	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	0	0	2	4	3	5	8	14	12	21	9	16	4	7
UNION SHOP	29	0	0	0	0	0	0	2	7	10	34	6	21	4	14
COMBINATION SHOP	11	0	0	0	0	0	0	0	0	1	9	1	9	1	9
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	13	0	0	1	8	0	0	3	23	2	15	3	23	1	8
500,001 - 1,500,000	16	0	0	1	6	2	13	3	19	3	19	3	19	3	19
1,500,001 - 5,000,000	17	0	0	0	0	0	0	4	24	5	29	4	24	1	6
5,000,001 - 10,000,000	16	0	0	0	0	1	6	0	0	5	31	3	19	1	6
OVER 10,000,000	34	0	0	0	0	0	0	0	0	8	24	3	9	3	9
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	21	22	10	10	1	1	1	1	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	53	13	25	5	9	0	0	1	2	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	2	29	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	16	3	19	3	19	1	6	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	2	67	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	1	11	0	0	0	0	0	0	0	0	0	0
UNANSWERED	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	41	11	27	4	10	1	2	0	0	0	0	0	0	0	0
FAR-WEST	14	1	7	3	21	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	30	6	20	3	10	0	0	1	7	0	0	0	0	0	0
CANADIAN PROVINCES	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	9	16	8	14	0	0	1	2	0	0	0	0	0	0
UNION SHOP	29	7	24	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	5	45	2	18	1	9	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	13	2	15	1	8	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	16	0	0	1	6	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	17	2	12	1	6	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	16	5	31	1	6	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	34	12	35	6	18	1	3	1	3	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	68	71	15	16	5	5	2	2	1	1	0	0	3	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	53	34	64	11	21	4	8	2	4	1	2	0	0	1	2
MAGAZINE & PERIODICALS	7	3	43	3	43	0	0	0	0	0	0	0	0	1	14
ADVERTISING MATERIALS	16	14	88	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	7	78	0	0	1	11	0	0	0	0	0	0	1	11
UNANSWERED	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	6	75	2	25	0	0	0	0	0	0	0	0	0	0
MID-WEST	41	32	78	2	5	3	7	1	2	0	0	0	0	1	2
FAR-WEST	14	14	100	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	30	14	47	10	33	2	7	1	3	1	3	0	0	2	7
CANADIAN PROVINCES	3	2	67	1	33	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	35	63	12	21	3	5	1	2	1	2	0	0	2	4
UNION SHOP	29	23	79	3	10	2	7	1	3	0	0	0	0	0	0
COMBINATION SHOP	11	10	91	0	0	0	0	0	0	0	0	0	0	1	9
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	13	7	54	4	31	2	15	0	0	0	0	0	0	0	0
500,001 - 1,500,000	16	11	69	4	25	0	0	0	0	0	0	0	0	1	6
1,500,001 - 5,000,000	17	14	82	2	12	1	6	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	16	10	63	2	13	2	13	1	6	0	0	0	0	1	6
OVER 10,000,000	34	26	76	3	9	0	0	1	3	1	3	0	0	1	3
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	0	0	2	2	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	53	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	16	0	0	2	13	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	0	0
BOOK PRINTING	1	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	0	0	0	0
UNANSWERED	3	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	8	0	0	0	0	0	0	0	0
MID-WEST	41	0	0	2	5	0	0	0	0
FAR-WEST	14	0	0	0	0	0	0	0	0
SOUTH-EAST	30	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	3	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	56	0	0	2	4	0	0	0	0
UNION SHOP	29	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	13	0	0	0	0	0	0	0	0
500,001 - 1,500,000	16	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	17	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	16	0	0	0	0	0	0	0	0
OVER 10,000,000	34	0	0	2	6	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	0	0	2	2	2	2	9	9	25	26	14	15	11	11
FORM OF BUSINESS															
COMMERCIAL PRINTING	53	0	0	1	2	2	4	9	17	11	21	8	15	3	6
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	0	0	3	43	1	14	1	14
ADVERTISING MATERIALS	16	0	0	1	6	0	0	0	0	2	13	4	25	2	13
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	0	0	0	0	0	0	1	33
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GREETING CARDS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	0	0	0	0	6	67	1	11	1	11
UNANSWERED	3	0	0	0	0	0	0	0	0	1	33	0	0	1	33
GEOGRAPHIC REGION															
NORTH-EAST	8	0	0	0	0	1	13	3	38	3	38	1	13	0	0
MID-WEST	41	0	0	0	0	0	0	3	7	10	24	6	15	6	15
FAR-WEST	14	0	0	0	0	0	0	1	7	3	21	2	14	3	21
SOUTH-EAST	30	0	0	2	7	1	3	2	7	9	30	5	17	2	7
CANADIAN PROVINCES	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	0	0	2	4	2	4	7	13	14	25	8	14	5	9
UNION SHOP	29	0	0	0	0	0	0	2	7	10	34	5	17	5	17
COMBINATION SHOP	11	0	0	0	0	0	0	0	0	1	9	1	9	1	9
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	13	0	0	1	8	0	0	2	15	3	23	2	15	2	15
500,001 - 1,500,000	16	0	0	1	6	1	6	3	19	4	25	3	19	3	19
1,500,001 - 5,000,000	17	0	0	0	0	0	0	4	24	5	29	4	24	1	6
5,000,001 - 10,000,000	16	0	0	0	0	1	6	0	0	5	31	3	19	1	6
OVER 10,000,000	34	0	0	0	0	0	0	0	0	8	24	2	6	4	12
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	19	20	9	9	4	4	1	1	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	53	13	25	4	8	1	2	1	2	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	1	14	1	14	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	16	2	13	3	19	2	13	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	2	67	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	1	11	0	0	0	0	0	0	0	0
UNANSWERED	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	41	10	24	4	10	2	5	0	0	0	0	0	0	0	0
FAR-WEST	14	1	7	3	21	0	0	1	7	0	0	0	0	0	0
SOUTH-EAST	30	5	17	2	7	2	7	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	8	14	6	11	3	5	1	2	0	0	0	0	0	0
UNION SHOP	29	7	24	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	4	36	3	27	1	9	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	13	2	15	0	0	1	8	0	0	0	0	0	0	0	0
500,001 - 1,500,000	16	0	0	1	6	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	17	2	12	1	6	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	16	4	25	2	13	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	34	11	32	5	15	3	9	1	3	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	0	0	10	10	2	2	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	53	0	0	3	6	1	2	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	0	0	2	29	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	16	0	0	1	6	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	2	67	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	2	22	1	11	0	0	0	0	0	0	0	0
UNANSWERED	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	41	0	0	3	7	0	0	0	0	0	0	0	0	0	0
FAR-WEST	14	0	0	2	14	1	7	0	0	0	0	0	0	0	0
SOUTH-EAST	30	0	0	3	10	1	3	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	3	0	0	2	67	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	0	0	6	11	2	4	0	0	0	0	0	0	0	0
UNION SHOP	29	0	0	3	10	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	0	0	1	9	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	13	0	0	0	0	1	8	0	0	0	0	0	0	0	0
500,001 - 1,500,000	16	0	0	4	25	1	6	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	17	0	0	1	6	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	16	0	0	3	19	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	34	0	0	2	6	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	0	0	0	0	84	88
FORM OF BUSINESS							
COMMERCIAL PRINTING	53	0	0	0	0	49	92
MAGAZINE & PERIODICALS	7	0	0	0	0	5	71
ADVERTISING MATERIALS	16	0	0	0	0	15	94
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	2	100
FINANCIAL AND LEGAL	1	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	1	33
BOOK PRINTING	1	0	0	0	0	1	100
GREETING CARDS	1	0	0	0	0	1	100
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	6	67
UNANSWERED	3	0	0	0	0	3	100
GEOGRAPHIC REGION							
NORTH-EAST	8	0	0	0	0	8	100
MID-WEST	41	0	0	0	0	38	93
FAR-WEST	14	0	0	0	0	11	79
SOUTH-EAST	30	0	0	0	0	26	87
CANADIAN PROVINCES	3	0	0	0	0	1	33
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	56	0	0	0	0	48	86
UNION SHOP	29	0	0	0	0	26	90
COMBINATION SHOP	11	0	0	0	0	10	91
UNANSWERED	0	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	13	0	0	0	0	12	92
500,001 - 1,500,000	16	0	0	0	0	11	69
1,500,001 - 5,000,000	17	0	0	0	0	16	94
5,000,001 - 10,000,000	16	0	0	0	0	13	81
OVER 10,000,000	34	0	0	0	0	32	94
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	0	0	9	9	2	2	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	53	0	0	4	8	1	2	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	0	0	1	14	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	16	0	0	1	6	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	2	67	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	1	11	0	0	0	0	0	0	0	0
UNANSWERED	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	0	0	1	13	0	0	0	0	0	0	0	0	0	0
MID-WEST	41	0	0	3	7	0	0	0	0	0	0	0	0	0	0
FAR-WEST	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	30	0	0	2	7	2	7	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	3	0	0	3	100	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	0	0	5	9	2	4	0	0	0	0	0	0	0	0
UNION SHOP	29	0	0	3	10	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	0	0	1	9	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	13	0	0	0	0	1	8	0	0	0	0	0	0	0	0
500,001 - 1,500,000	16	0	0	2	13	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	17	0	0	2	12	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	16	0	0	3	19	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	34	0	0	2	6	1	3	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	0	0	0	0	0	0	85	89
FORM OF BUSINESS									
COMMERCIAL PRINTING	53	0	0	0	0	0	0	48	91
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	6	86
ADVERTISING MATERIALS	16	0	0	0	0	0	0	15	94
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	2	100
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	1	33
BOOK PRINTING	1	0	0	0	0	0	0	1	100
GREETING CARDS	1	0	0	0	0	0	0	1	100
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	0	0	8	89
UNANSWERED	3	0	0	0	0	0	0	3	100
GEOGRAPHIC REGION									
NORTH-EAST	8	0	0	0	0	0	0	7	88
MID-WEST	41	0	0	0	0	0	0	38	93
FAR-WEST	14	0	0	0	0	0	0	14	100
SOUTH-EAST	30	0	0	0	0	0	0	26	87
CANADIAN PROVINCES	3	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	56	0	0	0	0	0	0	49	88
UNION SHOP	29	0	0	0	0	0	0	26	90
COMBINATION SHOP	11	0	0	0	0	0	0	10	91
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	13	0	0	0	0	0	0	12	92
500,001 - 1,500,000	16	0	0	0	0	0	0	14	88
1,500,001 - 5,000,000	17	0	0	0	0	0	0	15	88
5,000,001 - 10,000,000	16	0	0	0	0	0	0	13	81
OVER 10,000,000	34	0	0	0	0	0	0	31	91
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	5	5	18	19	18	19	11	11	15	16	5	5	7	7
FORM OF BUSINESS															
COMMERCIAL PRINTING	53	4	8	13	25	8	15	7	13	7	13	3	6	6	11
MAGAZINE & PERIODICALS	7	1	14	1	14	2	29	2	29	1	14	0	0	0	0
ADVERTISING MATERIALS	16	0	0	1	6	3	19	0	0	3	19	2	13	1	6
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	2	100	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	2	67	1	33	0	0	0	0	0	0
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	3	33	1	11	0	0	2	22	0	0	0	0
UNANSWERED	3	0	0	0	0	1	33	1	33	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	8	2	25	1	13	2	25	2	25	0	0	0	0	0	0
MID-WEST	41	0	0	11	27	7	17	4	10	7	17	3	7	3	7
FAR-WEST	14	0	0	1	7	1	7	1	7	3	21	1	7	2	14
SOUTH-EAST	30	3	10	5	17	7	23	3	10	4	13	1	3	2	7
CANADIAN PROVINCES	3	0	0	0	0	1	33	1	33	1	33	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	4	7	7	13	11	20	8	14	10	18	2	4	5	9
UNION SHOP	29	1	3	10	34	6	21	2	7	3	10	2	7	2	7
COMBINATION SHOP	11	0	0	1	9	1	9	1	9	2	18	1	9	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	13	1	8	0	0	1	8	4	31	2	15	1	8	2	15
500,001 - 1,500,000	16	2	13	1	6	4	25	0	0	3	19	0	0	0	0
1,500,001 - 5,000,000	17	0	0	9	53	2	12	0	0	3	18	1	6	2	12
5,000,001 - 10,000,000	16	0	0	4	25	1	6	2	13	4	25	1	6	2	13
OVER 10,000,000	34	2	6	4	12	10	29	5	15	3	9	2	6	1	3
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	3	3	7	7	0	0	7	7
FORM OF BUSINESS									
COMMERCIAL PRINTING	53	1	2	4	8	0	0	0	0
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	16	1	6	2	13	0	0	3	19
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	0	0	0	0
BOOK PRINTING	1	0	0	0	0	0	0	1	100
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	1	11	0	0	2	22
UNANSWERED	3	1	33	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	8	0	0	0	0	0	0	1	13
MID-WEST	41	3	7	3	7	0	0	0	0
FAR-WEST	14	0	0	1	7	0	0	4	29
SOUTH-EAST	30	0	0	3	10	0	0	2	7
CANADIAN PROVINCES	3	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	56	1	2	3	5	0	0	5	9
UNION SHOP	29	1	3	1	3	0	0	1	3
COMBINATION SHOP	11	1	9	3	27	0	0	1	9
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	13	0	0	0	0	0	0	2	15
500,001 - 1,500,000	16	0	0	2	13	0	0	4	25
1,500,001 - 5,000,000	17	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	16	0	0	1	6	0	0	1	6
OVER 10,000,000	34	3	9	4	12	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - PRODUCTION OPERATOR

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	96	37	39	16	17	12	13	9	9	2	2	0	0	20	21
FORM OF BUSINESS															
COMMERCIAL PRINTING	53	21	40	9	17	8	15	4	8	1	2	0	0	10	19
MAGAZINE & PERIODICALS	7	3	43	2	29	2	29	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	16	6	38	2	13	1	6	2	13	1	6	0	0	4	25
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	3	0	0	0	0	1	33	2	67	0	0	0	0	0	0
BOOK PRINTING	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	6	67	1	11	0	0	1	11	0	0	0	0	1	11
UNANSWERED	3	0	0	0	0	0	0	0	0	0	0	0	0	3	100
GEOGRAPHIC REGION															
NORTH-EAST	8	4	50	2	25	1	13	0	0	0	0	0	0	1	13
MID-WEST	41	15	37	8	20	6	15	5	12	0	0	0	0	7	17
FAR-WEST	14	7	50	2	14	0	0	0	0	1	7	0	0	4	29
SOUTH-EAST	30	10	33	4	13	5	17	2	7	1	3	0	0	8	27
CANADIAN PROVINCES	3	1	33	0	0	0	0	2	67	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	23	41	10	18	8	14	5	9	1	2	0	0	9	16
UNION SHOP	29	11	38	5	17	3	10	2	7	0	0	0	0	8	28
COMBINATION SHOP	11	3	27	1	9	1	9	2	18	1	9	0	0	3	27
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	13	3	23	2	15	1	8	3	23	0	0	0	0	4	31
500,001 - 1,500,000	16	9	56	4	25	0	0	0	0	1	6	0	0	2	13
1,500,001 - 5,000,000	17	7	41	3	18	2	12	1	6	0	0	0	0	4	24
5,000,001 - 10,000,000	16	7	44	3	19	3	19	2	13	0	0	0	0	1	6
OVER 10,000,000	34	11	32	4	12	6	18	3	9	1	3	0	0	9	26
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Service Man

PROFILE OF ANNUAL SALARY - SERVICE MAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	2	2	0	0	1	1	4	4	16	17	17	18	9	10
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	1	2	0	0	1	2	2	4	9	18	13	25	5	10
MAGAZINE & PERIODICALS	11	0	0	0	0	0	0	0	0	4	36	1	9	2	18
ADVERTISING MATERIALS	11	1	9	0	0	0	0	1	9	0	0	1	9	1	9
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0	0	0	1	20	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0	0	0	1	25	1	25
BOOK PRINTING	3	0	0	0	0	0	0	1	33	2	67	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	20	2	10	0	0	0	0	2	10	5	25	3	15	2	10
MID-WEST	31	0	0	0	0	0	0	1	3	6	19	5	16	3	10
FAR-WEST	9	0	0	0	0	0	0	0	0	0	0	3	33	1	11
SOUTH-EAST	28	0	0	0	0	1	4	1	4	5	18	6	21	3	11
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	50	1	2	0	0	1	2	4	8	11	22	12	24	2	4
UNION SHOP	34	1	3	0	0	0	0	0	0	3	9	5	15	2	6
COMBINATION SHOP	10	0	0	0	0	0	0	0	0	2	20	0	0	5	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	3	0	0	0	0	0	0	1	33	0	0	1	33	1	33
500,001 - 1,500,000	12	1	8	0	0	1	8	1	8	3	25	2	17	0	0
1,500,001 - 5,000,000	27	0	0	0	0	0	0	2	7	8	30	7	26	1	4
5,000,001 - 10,000,000	27	1	4	0	0	0	0	0	0	2	7	6	22	4	15
OVER 10,000,000	25	0	0	0	0	0	0	0	0	3	12	1	4	3	12
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - SERVICE MAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	32	34	8	9	3	3	1	1	0	0	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	15	29	5	10	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	11	2	18	1	9	0	0	1	9	0	0	0	0	0	0
ADVERTISING MATERIALS	11	7	64	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	5	4	80	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	1	25	1	25	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
UNANSWERED	5	1	20	0	0	3	60	0	0	0	0	1	20	0	0
GEOGRAPHIC REGION															
NORTH-EAST	20	5	25	1	5	0	0	0	0	0	0	0	0	0	0
MID-WEST	31	10	32	5	16	0	0	0	0	0	0	1	3	0	0
FAR-WEST	9	4	44	1	11	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	28	10	36	1	4	0	0	1	4	0	0	0	0	0	0
CANADIAN PROVINCES	6	3	50	0	0	3	50	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	50	19	38	0	0	0	0	0	0	0	0	0	0	0	0
UNION SHOP	34	11	32	7	21	3	9	1	3	0	0	1	3	0	0
COMBINATION SHOP	10	2	20	1	10	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	12	4	33	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	27	9	33	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	27	10	37	1	4	3	11	0	0	0	0	0	0	0	0
OVER 10,000,000	25	9	36	7	28	0	0	1	4	0	0	1	4	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - SERVICE MAN

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	65	69	12	13	7	7	5	5	3	3	2	2	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	28	55	9	18	7	14	3	6	2	4	2	4	0	0
MAGAZINE & PERIODICALS	11	8	73	0	0	0	0	2	18	1	9	0	0	0	0
ADVERTISING MATERIALS	11	8	73	3	27	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	5	5	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	4	100	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	5	5	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	20	13	65	4	20	1	5	2	10	0	0	0	0	0	0
MID-WEST	31	25	81	3	10	1	3	1	3	0	0	1	3	0	0
FAR-WEST	9	4	44	2	22	1	11	1	11	1	11	0	0	0	0
SOUTH-EAST	28	17	61	3	11	4	14	1	4	2	7	1	4	0	0
CANADIAN PROVINCES	6	6	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	50	31	62	10	20	4	8	2	4	1	2	2	4	0	0
UNION SHOP	34	28	82	2	6	2	6	2	6	0	0	0	0	0	0
COMBINATION SHOP	10	6	60	0	0	1	10	1	10	2	20	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	3	1	33	2	67	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	12	6	50	5	42	1	8	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	27	20	74	3	11	2	7	2	7	0	0	0	0	0	0
5,000,001 - 10,000,000	27	19	70	1	4	3	11	1	4	2	7	1	4	0	0
OVER 10,000,000	25	19	76	1	4	1	4	2	8	1	4	1	4	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - SERVICE MAN

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	0	0	0	0	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	51	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	11	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	11	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	1	0	0	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	20	0	0	0	0	0	0	0	0
MID-WEST	31	0	0	0	0	0	0	0	0
FAR-WEST	9	0	0	0	0	0	0	0	0
SOUTH-EAST	28	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	50	0	0	0	0	0	0	0	0
UNION SHOP	34	0	0	0	0	0	0	0	0
COMBINATION SHOP	10	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	3	0	0	0	0	0	0	0	0
500,001 - 1,500,000	12	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	27	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	27	0	0	0	0	0	0	0	0
OVER 10,000,000	25	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - SERVICE MAN

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TU $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	2	2	0	0	1	1	4	4	15	16	18	19	8	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	1	2	0	0	1	2	2	4	8	16	14	27	5	10
MAGAZINE & PERIODICALS	11	0	0	0	0	0	0	0	0	4	36	1	9	1	9
ADVERTISING MATERIALS	11	1	9	0	0	0	0	1	9	0	0	1	9	1	9
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0	0	0	1	20	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0	0	0	1	25	1	25
BOOK PRINTING	3	0	0	0	0	0	0	1	33	2	67	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK HOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	20	2	10	0	0	0	0	2	10	4	20	4	20	2	10
MID-WEST	31	0	0	0	0	0	0	1	3	6	19	5	16	3	10
FAR-WEST	9	0	0	0	0	0	0	0	0	0	0	3	33	1	11
SOUTH-EAST	28	0	0	0	0	1	4	1	4	5	18	6	21	2	7
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	50	1	2	0	0	1	2	4	8	10	20	13	26	2	4
UNION SHOP	34	1	3	0	0	0	0	0	0	3	9	5	15	2	6
COMBINATION SHOP	10	0	0	0	0	0	0	0	0	2	20	0	0	4	40
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	3	0	0	0	0	0	0	1	33	0	0	1	33	1	33
500,001 - 1,500,000	12	1	8	0	0	1	8	1	8	2	17	3	25	0	0
1,500,001 - 5,000,000	27	0	0	0	0	0	0	2	7	8	30	7	26	1	4
5,000,001 - 10,000,000	27	1	4	0	0	0	0	0	0	2	7	6	22	3	11
OVER 10,000,000	25	0	0	0	0	0	0	0	0	3	12	1	4	3	12
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - SERVICE MAN

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	31	33	10	11	3	3	1	1	0	0	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	13	25	7	14	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	11	3	27	1	9	0	0	1	9	0	0	0	0	0	0
ADVERTISING MATERIALS	11	7	64	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	5	4	80	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	1	25	1	25	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
UNANSWERED	5	1	20	0	0	3	60	0	0	0	0	1	20	0	0
GEOGRAPHIC REGION															
NORTH-EAST	20	4	20	2	10	0	0	0	0	0	0	0	0	0	0
MID-WEST	31	10	32	5	16	0	0	0	0	0	0	1	3	0	0
FAR-WEST	9	4	44	1	11	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	28	10	36	2	7	0	0	1	4	0	0	0	0	0	0
CANADIAN PROVINCES	6	3	50	0	0	3	50	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	50	17	34	2	4	0	0	0	0	0	0	0	0	0	0
UNION SHOP	34	11	32	7	21	3	9	1	3	0	0	1	3	0	0
COMBINATION SHOP	10	3	30	1	10	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	12	3	25	1	8	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	27	9	33	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	27	10	37	2	7	3	11	0	0	0	0	0	0	0	0
OVER 10,000,000	25	9	36	7	28	0	0	1	4	0	0	1	4	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - SERVICE MAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	0	0	12	13	5	5	2	2	0	0	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	0	0	6	12	1	2	0	0	0	0	1	2	0	0
MAGAZINE & PERIODICALS	11	0	0	0	0	3	27	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	2	50	0	0	1	25	0	0	0	0	0	0
BOOK PRINTING	3	0	0	3	100	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	20	0	0	0	0	2	10	1	5	0	0	0	0	0	0
MID-WEST	31	0	0	4	13	1	3	0	0	0	0	0	0	0	0
FAR-WEST	9	0	0	2	22	0	0	0	0	0	0	1	11	0	0
SOUTH-EAST	28	0	0	5	18	2	7	1	4	0	0	0	0	0	0
CANADIAN PROVINCES	6	0	0	1	17	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	50	0	0	9	18	0	0	1	2	0	0	0	0	0	0
UNION SHOP	34	0	0	3	9	4	12	0	0	0	0	1	3	0	0
COMBINATION SHOP	10	0	0	0	0	1	10	1	10	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	3	0	0	1	33	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	12	0	0	2	17	0	0	0	0	0	0	1	8	0	0
1,500,001 - 5,000,000	27	0	0	4	15	1	4	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	27	0	0	4	15	1	4	0	0	0	0	0	0	0	0
OVER 10,000,000	25	0	0	1	4	3	12	2	8	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - SERVICE MAN

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	0	0	0	0	74	79
FORM OF BUSINESS							
COMMERCIAL PRINTING	51	0	0	0	0	43	84
MAGAZINE & PERIODICALS	11	0	0	0	0	8	73
ADVERTISING MATERIALS	11	0	0	0	0	11	100
CATALOGS & DIRECTORIES	5	0	0	0	0	5	100
LABELS AND WRAPPERS	1	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	1	25
BOOK PRINTING	3	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	1	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	5	100
GEOGRAPHIC REGION							
NORTH-EAST	20	0	0	0	0	17	85
MID-WEST	31	0	0	0	0	26	84
FAR-WEST	9	0	0	0	0	6	67
SOUTH-EAST	28	0	0	0	0	20	71
CANADIAN PROVINCES	6	0	0	0	0	5	83
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	50	0	0	0	0	40	80
UNION SHOP	34	0	0	0	0	26	76
COMBINATION SHOP	10	0	0	0	0	8	80
UNANSWERED	0	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	3	0	0	0	0	2	67
500,001 - 1,500,000	12	0	0	0	0	9	75
1,500,001 - 5,000,000	27	0	0	0	0	22	81
5,000,001 - 10,000,000	27	0	0	0	0	22	81
OVER 10,000,000	25	0	0	0	0	19	76
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - SERVICE MAN

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	0	0	13	14	4	4	1	1	2	2	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	0	0	7	14	1	2	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	11	0	0	0	0	2	18	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	11	0	0	0	0	0	0	0	0	2	18	0	0	0	0
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	2	50	0	0	1	25	0	0	0	0	0	0
BOOK PRINTING	3	0	0	3	100	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	20	0	0	0	0	1	5	1	5	0	0	0	0	0	0
MID-WEST	31	0	0	4	13	1	3	0	0	0	0	0	0	0	0
FAR-WEST	9	0	0	3	33	0	0	0	0	2	22	0	0	0	0
SOUTH-EAST	28	0	0	5	18	2	7	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	6	0	0	1	17	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	50	0	0	9	18	1	2	0	0	2	4	0	0	0	0
UNION SHOP	34	0	0	4	12	3	9	0	0	0	0	0	0	0	0
COMBINATION SHOP	10	0	0	0	0	0	0	1	10	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	3	0	0	1	33	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	12	0	0	3	25	0	0	0	0	2	17	0	0	0	0
1,500,001 - 5,000,000	27	0	0	4	15	1	4	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	27	0	0	3	11	1	4	0	0	0	0	0	0	0	0
OVER 10,000,000	25	0	0	2	8	2	8	1	4	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - SERVICE MAN

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	0	0	0	0	0	0	74	79
FORM OF BUSINESS									
COMMERCIAL PRINTING	51	0	0	0	0	0	0	43	84
MAGAZINE & PERIODICALS	11	0	0	0	0	0	0	9	82
ADVERTISING MATERIALS	11	0	0	0	0	0	0	9	82
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	5	100
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	1	25
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	1	0	0	0	0	0	0	1	100
UNANSWERED	5	0	0	0	0	0	0	5	100
GEOGRAPHIC REGION									
NORTH-EAST	20	0	0	0	0	0	0	18	90
MID-WEST	31	0	0	0	0	0	0	26	84
FAR-WEST	9	0	0	0	0	0	0	4	44
SOUTH-EAST	28	0	0	0	0	0	0	21	75
CANADIAN PROVINCES	6	0	0	0	0	0	0	5	83
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	50	0	0	0	0	0	0	38	76
UNION SHOP	34	0	0	0	0	0	0	27	79
COMBINATION SHOP	10	0	0	0	0	0	0	9	90
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	3	0	0	0	0	0	0	2	67
500,001 - 1,500,000	12	0	0	0	0	0	0	7	58
1,500,001 - 5,000,000	27	0	0	0	0	0	0	22	81
5,000,001 - 10,000,000	27	0	0	0	0	0	0	23	85
OVER 10,000,000	25	0	0	0	0	0	0	20	80
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - SERVICE MAN

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	2	2	7	7	22	23	10	11	10	11	9	10	8	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	2	4	5	10	16	31	5	10	5	10	6	12	2	4
MAGAZINE & PERIODICALS	11	0	0	0	0	1	9	1	9	2	18	1	9	2	18
ADVERTISING MATERIALS	11	0	0	2	18	3	27	2	18	1	9	0	0	1	9
CATALOGS & DIRECTORIES	5	0	0	0	0	0	0	1	20	0	0	0	0	2	40
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
FINANCIAL AND LEGAL	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	1	25	1	25	1	25	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0	0	0	1	20	2	40	0	0
GEOGRAPHIC REGION															
NORTH-EAST	20	1	5	3	15	3	15	1	5	1	5	1	5	2	10
MID-WEST	31	1	3	2	6	9	29	4	13	5	16	2	6	0	0
FAR-WEST	9	0	0	1	11	3	33	0	0	1	11	2	22	0	0
SOUTH-EAST	28	0	0	1	4	7	25	4	14	3	11	2	7	5	18
CANADIAN PROVINCES	6	0	0	0	0	0	0	1	17	0	0	2	33	1	17
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	50	2	4	3	6	16	32	6	12	1	2	3	6	4	8
UNION SHOP	34	0	0	2	6	4	12	4	12	6	18	5	15	4	12
COMBINATION SHOP	10	0	0	2	20	2	20	0	0	3	30	1	10	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	3	0	0	0	0	1	33	1	33	0	0	0	0	0	0
500,001 - 1,500,000	12	1	8	1	8	4	33	0	0	2	17	0	0	0	0
1,500,001 - 5,000,000	27	0	0	3	11	6	22	1	4	0	0	3	11	1	4
5,000,001 - 10,000,000	27	1	4	2	7	7	26	4	15	1	4	4	15	4	15
OVER 10,000,000	25	0	0	1	4	4	16	4	16	7	28	2	8	3	12
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - SERVICE MAN

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	8	9	5	5	2	2	11	12
FORM OF BUSINESS									
COMMERCIAL PRINTING	51	1	2	3	6	1	2	5	10
MAGAZINE & PERIODICALS	11	2	18	1	9	0	0	1	9
ADVERTISING MATERIALS	11	0	0	0	0	1	9	1	9
CATALOGS & DIRECTORIES	5	2	40	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	1	50	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	1	25	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	3	100
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	1	0	0	1	100	0	0	0	0
UNANSWERED	5	1	20	0	0	0	0	1	20
GEOGRAPHIC REGION									
NORTH-EAST	20	3	15	3	15	0	0	2	10
MID-WEST	31	1	3	1	3	1	3	5	16
FAR-WEST	9	1	11	0	0	1	11	0	0
SOUTH-EAST	28	1	4	1	4	0	0	4	14
CANADIAN PROVINCES	6	2	33	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	50	2	4	3	6	2	4	8	16
UNION SHOP	34	5	15	2	6	0	0	2	6
COMBINATION SHOP	10	1	10	0	0	0	0	1	10
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	3	0	0	0	0	1	33	0	0
500,001 - 1,500,000	12	0	0	2	17	1	8	1	8
1,500,001 - 5,000,000	27	4	15	0	0	0	0	9	33
5,000,001 - 10,000,000	27	1	4	2	7	0	0	1	4
OVER 10,000,000	25	3	12	1	4	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - SERVICE MAN

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	94	38	40	18	19	12	13	12	13	1	1	0	0	13	14
FORM OF BUSINESS															
COMMERCIAL PRINTING	51	26	51	9	18	7	14	5	10	0	0	0	0	4	8
MAGAZINE & PERIODICALS	11	1	9	3	27	2	18	2	18	0	0	0	0	3	27
ADVERTISING MATERIALS	11	5	45	4	36	0	0	0	0	0	0	0	0	2	18
CATALOGS & DIRECTORIES	5	1	20	1	20	2	40	1	20	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	1	50	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	1	25	1	25	0	0	1	25	0	0	0	0	1	25
BOOK PRINTING	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
UNANSWERED	5	0	0	0	0	0	0	3	60	0	0	0	0	2	40
GEOGRAPHIC REGION															
NORTH-EAST	20	8	40	6	30	1	5	1	5	1	5	0	0	3	15
MID-WEST	31	14	45	5	16	4	13	4	13	0	0	0	0	4	13
FAR-WEST	9	3	33	2	22	1	11	2	22	0	0	0	0	1	11
SOUTH-EAST	28	11	39	5	18	5	18	2	7	0	0	0	0	5	18
CANADIAN PROVINCES	6	2	33	0	0	1	17	3	50	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	50	22	44	9	18	7	14	3	6	0	0	0	0	9	18
UNION SHOP	34	12	35	5	15	4	12	9	26	1	3	0	0	3	9
COMBINATION SHOP	10	4	40	4	40	1	10	0	0	0	0	0	0	1	10
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	3	0	0	1	33	0	0	1	33	0	0	0	0	1	33
500,001 - 1,500,000	12	7	58	3	25	1	8	0	0	0	0	0	0	1	8
1,500,001 - 5,000,000	27	14	52	5	19	1	4	2	7	0	0	0	0	5	19
5,000,001 - 10,000,000	27	12	44	4	15	3	11	4	15	1	4	0	0	3	11
OVER 10,000,000	25	5	20	5	20	7	28	5	20	0	0	0	0	3	12
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Estimator

PROFILE OF ANNUAL SALARY - ESTIMATOR

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	0	0	1	0	2	1	2	1	18	8	28	13	34	16
FORM OF BUSINESS															
COMMERCIAL PRINTING	112	0	0	1	1	2	2	2	2	9	8	12	11	20	18
MAGAZINE & PERIODICALS	16	0	0	0	0	0	0	0	0	0	0	4	25	1	6
ADVERTISING MATERIALS	27	0	0	0	0	0	0	0	0	1	4	5	19	4	15
CATALOGS & DIRECTORIES	8	0	0	0	0	0	0	0	0	0	0	0	0	1	13
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
FINANCIAL AND LEGAL	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	0	0	0	0	0	0	2	17	2	17	2	17
BOOK PRINTING	13	0	0	0	0	0	0	0	0	5	38	2	15	3	23
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	12	0	0	0	0	0	0	0	0	1	8	3	25	2	17
UNANSWERED	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	0	0	0	0	0	0	0	0	2	7	7	25	6	21
MID-WEST	72	0	0	1	1	0	0	1	1	9	13	11	15	10	14
FAR-WEST	31	0	0	0	0	0	0	0	0	2	6	3	10	8	26
SOUTH-EAST	63	0	0	0	0	2	3	1	2	4	6	6	10	9	14
CANADIAN PROVINCES	18	0	0	0	0	0	0	0	0	1	6	1	6	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	123	0	0	1	1	2	2	1	1	13	11	21	17	22	18
UNION SHOP	62	0	0	0	0	0	0	0	0	3	5	3	5	11	18
COMBINATION SHOP	26	0	0	0	0	0	0	1	4	2	8	4	15	1	4
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	5	0	0	0	0	1	20	0	0	3	60	0	0	0	0
500,001 - 1,500,000	32	0	0	1	3	1	3	0	0	3	9	6	19	7	22
1,500,001 - 5,000,000	66	0	0	0	0	0	0	2	3	4	6	5	8	13	20
5,000,001 - 10,000,000	43	0	0	0	0	0	0	0	0	2	5	7	16	8	19
OVER 10,000,000	66	0	0	0	0	0	0	0	0	6	9	10	15	6	9
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - ESTIMATOR

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	75	35	32	15	14	7	3	1	0	0	1	0	2	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	112	44	39	15	13	5	4	2	2	0	0	0	0	0	0
MAGAZINE & PERIODICALS	16	3	19	5	31	3	19	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	27	11	41	2	7	1	4	1	4	0	0	1	4	1	4
CATALOGS & DIRECTORIES	8	4	50	3	38	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	5	2	40	1	20	2	40	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	4	33	2	17	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	13	2	15	1	8	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	12	3	25	1	8	2	17	0	0	0	0	0	0	0	0
UNANSWERED	6	2	33	2	33	1	17	0	0	0	0	0	0	1	17
GEOGRAPHIC REGION															
NORTH-EAST	28	11	39	2	7	0	0	0	0	0	0	0	0	0	0
MID-WEST	72	26	36	8	11	4	6	1	1	0	0	0	0	1	1
FAR-WEST	31	10	32	6	19	1	3	0	0	0	0	1	3	0	0
SOUTH-EAST	63	23	37	11	17	5	8	2	3	0	0	0	0	0	0
CANADIAN PROVINCES	18	5	28	5	28	4	22	0	0	0	0	0	0	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	123	36	29	19	15	7	6	1	1	0	0	0	0	0	0
UNION SHOP	62	29	47	8	13	5	8	2	3	0	0	0	0	1	2
COMBINATION SHOP	26	9	35	5	19	2	8	0	0	0	0	1	4	1	4
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	5	1	20	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	32	13	41	0	0	0	0	1	3	0	0	0	0	0	0
1,500,001 - 5,000,000	66	22	33	10	15	8	12	2	3	0	0	0	0	0	0
5,000,001 - 10,000,000	43	13	30	10	23	2	5	0	0	0	0	0	0	1	2
OVER 10,000,000	66	26	39	12	18	4	6	0	0	0	0	1	2	1	2
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ESTIMATOR

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	152	72	18	8	9	4	7	3	10	5	4	2	4	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	112	78	70	14	13	2	2	7	6	6	5	0	0	0	0
MAGAZINE & PERIODICALS	16	13	81	0	0	0	0	0	0	1	6	1	6	1	6
ADVERTISING MATERIALS	27	16	59	2	7	3	11	0	0	1	4	1	4	2	7
CATALOGS & DIRECTORIES	8	8	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	5	4	80	0	0	0	0	0	0	1	20	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	10	83	2	17	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	13	8	62	0	0	4	31	0	0	0	0	1	8	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	12	8	67	0	0	0	0	0	0	1	8	1	8	1	8
UNANSWERED	6	6	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	24	86	2	7	0	0	1	4	0	0	0	0	0	0
MID-WEST	72	57	79	3	4	4	6	1	1	2	3	1	1	2	3
FAR-WEST	31	26	84	2	6	1	3	2	6	0	0	0	0	0	0
SOUTH-EAST	63	29	46	10	16	4	6	3	5	8	13	2	3	2	3
CANADIAN PROVINCES	18	16	89	1	6	0	0	0	0	0	0	1	6	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	123	79	64	13	11	8	7	5	4	9	7	3	2	2	2
UNION SHOP	62	52	84	5	8	1	2	0	0	1	2	0	0	2	3
COMBINATION SHOP	26	21	81	0	0	0	0	2	8	0	0	1	4	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	5	2	40	3	60	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	32	19	59	7	22	2	6	1	3	1	3	0	0	1	3
1,500,001 - 5,000,000	66	46	70	3	5	3	5	1	2	5	8	1	2	1	2
5,000,001 - 10,000,000	43	31	72	3	7	1	2	3	7	2	5	2	5	0	0
OVER 10,000,000	66	54	82	2	3	3	5	2	3	2	3	1	2	2	3
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ESTIMATOR

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	5	2	2	1	0	0	1	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	112	3	3	1	1	0	0	1	1
MAGAZINE & PERIODICALS	16	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	27	2	7	0	0	0	0	0	0
CATALOGS & DIRECTORIES	8	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	5	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	0	0	0	0	0	0
BOOK PRINTING	13	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	12	0	0	1	8	0	0	0	0
UNANSWERED	6	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	28	0	0	1	4	0	0	0	0
MID-WEST	72	1	1	1	1	0	0	0	0
FAR-WEST	31	0	0	0	0	0	0	0	0
SOUTH-EAST	63	4	6	0	0	0	0	1	2
CANADIAN PROVINCES	18	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	123	2	2	1	1	0	0	1	1
UNION SHOP	62	1	2	0	0	0	0	0	0
COMBINATION SHOP	26	2	8	0	0	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0
SALES VOLUME									
UNDER $500,000	5	0	0	0	0	0	0	0	0
500,001 - 1,500,000	32	1	3	0	0	0	0	0	0
1,500,001 - 5,000,000	66	4	6	1	2	0	0	1	2
5,000,001 - 10,000,000	43	0	0	1	2	0	0	0	0
OVER 10,000,000	66	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ESTIMATOR

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	0	0	1	0	2	1	2	1	17	8	28	13	28	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	112	0	0	1	1	2	2	2	2	9	8	12	11	16	14
MAGAZINE & PERIODICALS	16	0	0	0	0	0	0	0	0	0	0	4	25	1	6
ADVERTISING MATERIALS	27	0	0	0	0	0	0	0	0	1	4	4	15	3	11
CATALOGS & DIRECTORIES	8	0	0	0	0	0	0	0	0	0	0	0	0	1	13
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
FINANCIAL AND LEGAL	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	0	0	0	0	0	0	2	17	2	17	2	17
BOOK PRINTING	13	0	0	0	0	0	0	0	0	4	31	3	23	3	23
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	12	0	0	0	0	0	0	0	0	1	8	3	25	1	8
UNANSWERED	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	0	0	0	0	0	0	0	0	2	7	7	25	5	18
MID-WEST	72	0	0	1	1	0	0	1	1	8	11	11	15	9	13
FAR-WEST	31	0	0	0	0	0	0	0	0	2	6	3	10	7	23
SOUTH-EAST	63	0	0	0	0	2	3	1	2	4	6	6	10	6	10
CANADIAN PROVINCES	18	0	0	0	0	0	0	0	0	1	6	1	6	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	123	0	0	1	1	2	2	1	1	12	10	21	17	19	15
UNION SHOP	62	0	0	0	0	0	0	0	0	3	5	3	5	9	15
COMBINATION SHOP	26	0	0	0	0	0	0	1	4	2	8	4	15	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	5	0	0	0	0	1	20	0	0	3	60	0	0	0	0
500,001 - 1,500,000	32	0	0	1	3	1	3	0	0	3	9	5	16	5	16
1,500,001 - 5,000,000	60	0	0	0	0	0	0	2	3	4	6	5	8	10	15
5,000,001 - 10,000,000	43	0	0	0	0	0	0	0	0	2	5	7	16	8	19
OVER 10,000,000	66	0	0	0	0	0	0	0	0	5	8	11	17	5	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ESTIMATOR

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	73	34	37	17	12	6	7	3	2	1	1	0	2	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	112	43	38	17	15	5	4	3	3	2	2	0	0	0	0
MAGAZINE & PERIODICALS	16	3	19	5	31	2	13	1	6	0	0	0	0	0	0
ADVERTISING MATERIALS	27	10	37	5	19	0	0	2	7	0	0	1	4	1	4
CATALOGS & DIRECTORIES	8	4	50	3	38	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	5	2	40	1	20	2	40	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	4	33	2	17	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	13	2	15	1	8	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	12	3	25	1	8	2	17	1	8	0	0	0	0	0	0
UNANSWERED	6	2	33	2	33	1	17	0	0	0	0	0	0	1	17
GEOGRAPHIC REGION															
NORTH-EAST	28	11	39	3	11	0	0	0	0	0	0	0	0	0	0
MID-WEST	72	25	35	10	14	4	6	2	3	0	0	0	0	1	1
FAR-WEST	31	11	35	6	19	1	3	0	0	0	0	1	3	0	0
SOUTH-EAST	63	22	35	12	19	3	5	5	8	2	3	0	0	0	0
CANADIAN PROVINCES	18	4	22	6	33	4	22	0	0	0	0	0	0	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	123	34	28	22	18	6	5	4	3	1	1	0	0	0	0
UNION SHOP	62	30	48	8	13	5	8	2	3	1	2	0	0	1	2
COMBINATION SHOP	26	9	35	6	23	1	4	1	4	0	0	1	4	1	4
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	5	1	20	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	32	15	47	1	3	0	0	0	0	1	3	0	0	0	0
1,500,001 - 5,000,000	66	21	32	10	15	8	12	5	8	1	2	0	0	0	0
5,000,001 - 10,000,000	43	11	26	12	28	2	5	0	0	0	0	0	0	1	2
OVER 10,000,000	66	25	38	14	21	2	3	2	3	0	0	1	2	1	2
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ESTIMATOR

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	0	0	47	22	17	8	0	0	1	0	1	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	112	0	0	26	23	8	7	0	0	0	0	1	1	0	0
MAGAZINE & PERIODICALS	16	0	0	5	31	3	19	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	27	0	0	7	26	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	8	0	0	3	38	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	5	0	0	0	0	1	20	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	2	17	3	25	0	0	0	0	0	0	0	0
BOOK PRINTING	13	0	0	3	23	1	8	0	0	1	8	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	12	0	0	1	8	0	0	0	0	0	0	0	0	0	0
UNANSWERED	6	0	0	0	0	1	17	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	0	0	2	7	2	7	0	0	0	0	0	0	0	0
MID-WEST	72	0	0	15	21	7	10	0	0	1	1	0	0	0	0
FAR-WEST	31	0	0	4	13	3	10	0	0	0	0	1	3	0	0
SOUTH-EAST	63	0	0	20	32	5	8	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	18	0	0	6	33	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	123	0	0	29	24	9	7	0	0	1	1	0	0	0	0
UNION SHOP	62	0	0	14	23	5	8	0	0	0	0	1	2	0	0
COMBINATION SHOP	26	0	0	4	15	3	12	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	5	0	0	3	60	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	32	0	0	5	16	2	6	0	0	0	0	1	3	0	0
1,500,001 - 5,000,000	66	0	0	18	27	3	5	0	0	1	2	0	0	0	0
5,000,001 - 10,000,000	43	0	0	14	33	2	5	0	0	0	0	0	0	0	0
OVER 10,000,000	66	0	0	7	11	10	15	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ESTIMATOR

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	0	0	0	0	146	69
FORM OF BUSINESS							
COMMERCIAL PRINTING	112	0	0	0	0	77	69
MAGAZINE & PERIODICALS	16	0	0	0	0	8	50
ADVERTISING MATERIALS	27	0	0	0	0	20	74
CATALOGS & DIRECTORIES	8	0	0	0	0	5	63
LABELS AND WRAPPERS	1	0	0	0	0	1	100
FINANCIAL AND LEGAL	5	0	0	0	0	4	80
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	0	0	7	58
BOOK PRINTING	13	0	0	0	0	8	62
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	12	0	0	0	0	11	92
UNANSWERED	6	0	0	0	0	5	83
GEOGRAPHIC REGION							
NORTH-EAST	28	0	0	0	0	24	86
MID-WEST	72	0	0	0	0	49	68
FAR-WEST	31	0	0	0	0	23	74
SOUTH-EAST	63	0	0	0	0	38	60
CANADIAN PROVINCES	18	0	0	0	0	12	67
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	123	0	0	0	0	84	68
UNION SHOP	62	0	0	0	0	42	68
COMBINATION SHOP	26	0	0	0	0	19	73
UNANSWERED	1	0	0	0	0	1	100
SALES VOLUME							
UNDER $500,000	5	0	0	0	0	2	40
500,001 - 1,500,000	32	0	0	0	0	24	75
1,500,001 - 5,000,000	66	0	0	0	0	44	67
5,000,001 - 10,000,000	43	0	0	0	0	27	63
OVER 10,000,000	66	0	0	0	0	49	74
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ESTIMATOR

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	0	0	45	21	16	8	2	1	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	112	0	0	26	23	8	7	1	1	0	0	0	0	0	0
MAGAZINE & PERIODICALS	16	0	0	2	13	4	25	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	27	0	0	5	19	0	0	1	4	0	0	0	0	0	0
CATALOGS & DIRECTORIES	8	0	0	2	25	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	5	0	0	1	20	1	20	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	4	33	2	17	0	0	0	0	0	0	0	0
BOOK PRINTING	13	0	0	3	23	1	8	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	12	0	0	2	17	0	0	0	0	0	0	0	0	0	0
UNANSWERED	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	28	0	0	7	25	2	7	0	0	0	0	0	0	0	0
MID-WEST	72	0	0	12	17	6	8	1	1	0	0	0	0	0	0
FAR-WEST	31	0	0	7	23	2	6	0	0	0	0	0	0	0	0
SOUTH-EAST	63	0	0	18	29	6	10	1	2	0	0	0	0	0	0
CANADIAN PROVINCES	18	0	0	1	6	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	123	0	0	29	24	9	7	2	2	0	0	0	0	0	0
UNION SHOP	62	0	0	12	19	3	5	0	0	0	0	0	0	0	0
COMBINATION SHOP	26	0	0	3	12	4	15	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	5	0	0	2	40	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	32	0	0	8	25	1	3	2	6	0	0	0	0	0	0
1,500,001 - 5,000,000	66	0	0	17	26	5	8	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	43	0	0	12	28	2	5	0	0	0	0	0	0	0	0
OVER 10,000,000	66	0	0	6	9	8	12	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ESTIMATOR

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	0	0	0	0	0	0	149	70
FORM OF BUSINESS									
COMMERCIAL PRINTING	112	0	0	0	0	0	0	77	69
MAGAZINE & PERIODICALS	16	0	0	0	0	0	0	10	63
ADVERTISING MATERIALS	27	0	0	0	0	0	0	21	78
CATALOGS & DIRECTORIES	8	0	0	0	0	0	0	6	75
LABELS AND WRAPPERS	1	0	0	0	0	0	0	1	100
FINANCIAL AND LEGAL	5	0	0	0	0	0	0	3	60
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	0	0	0	0	6	50
BOOK PRINTING	13	0	0	0	0	0	0	9	69
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	12	0	0	0	0	0	0	10	83
UNANSWERED	6	0	0	0	0	0	0	6	100
GEOGRAPHIC REGION									
NORTH-EAST	28	0	0	0	0	0	0	19	68
MID-WEST	72	0	0	0	0	0	0	53	74
FAR-WEST	31	0	0	0	0	0	0	22	71
SOUTH-EAST	63	0	0	0	0	0	0	38	60
CANADIAN PROVINCES	18	0	0	0	0	0	0	17	94
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	123	0	0	0	0	0	0	83	67
UNION SHOP	62	0	0	0	0	0	0	47	76
COMBINATION SHOP	26	0	0	0	0	0	0	19	73
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	5	0	0	0	0	0	0	3	60
500,001 - 1,500,000	32	0	0	0	0	0	0	21	66
1,500,001 - 5,000,000	66	0	0	0	0	0	0	44	67
5,000,001 - 10,000,000	43	0	0	0	0	0	0	29	67
OVER 10,000,000	66	0	0	0	0	0	0	52	79
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - ESTIMATOR

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	5	2	16	8	35	17	34	16	23	11	22	10	18	8
FORM OF BUSINESS															
COMMERCIAL PRINTING	112	3	3	7	6	19	17	17	15	11	10	10	9	9	8
MAGAZINE & PERIODICALS	16	0	0	2	13	2	13	2	13	2	13	2	13	1	6
ADVERTISING MATERIALS	27	0	0	1	4	7	26	6	22	1	4	3	11	3	11
CATALOGS & DIRECTORIES	8	0	0	0	0	2	25	0	0	3	38	1	13	1	13
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	5	0	0	0	0	0	0	0	0	0	0	3	60	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	0	0	2	17	2	17	2	17	2	17	1	8	1	8
BOOK PRINTING	13	1	8	3	23	2	15	4	31	0	0	0	0	1	8
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK HOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	12	0	0	1	8	1	8	3	25	2	17	2	17	1	8
UNANSWERED	6	1	17	0	0	0	0	0	0	2	33	0	0	1	17
GEOGRAPHIC REGION															
NORTH-EAST	28	0	0	3	11	4	14	8	29	0	0	2	7	2	7
MID-WEST	72	4	6	8	11	12	17	11	15	6	8	6	8	6	8
FAR-WEST	31	0	0	0	0	9	29	5	16	5	16	1	3	1	3
SOUTH-EAST	63	0	0	5	8	9	14	8	13	8	13	10	16	8	13
CANADIAN PROVINCES	18	1	6	0	0	1	6	2	11	4	22	3	17	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	123	3	2	14	11	22	18	24	20	10	8	14	11	9	7
UNION SHOP	62	1	2	2	3	9	15	7	11	10	16	7	11	6	10
COMBINATION SHOP	26	1	4	0	0	4	15	3	12	3	12	1	4	3	12
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	5	0	0	1	20	2	40	1	20	0	0	0	0	1	20
500,001 - 1,500,000	32	2	6	3	9	8	25	5	16	4	13	1	3	1	3
1,500,001 - 5,000,000	66	1	2	5	8	6	9	15	23	4	6	9	14	3	5
5,000,001 - 10,000,000	43	1	2	3	7	10	23	6	14	5	12	6	14	3	7
OVER 10,000,000	66	1	2	4	6	9	14	7	11	10	15	6	9	10	15
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - ESTIMATOR

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	21	10	14	7	10	5	14	7
FORM OF BUSINESS									
COMMERCIAL PRINTING	112	16	14	9	8	4	4	7	6
MAGAZINE & PERIODICALS	16	0	0	1	6	3	19	1	6
ADVERTISING MATERIALS	27	0	0	2	7	3	11	1	4
CATALOGS & DIRECTORIES	8	1	13	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	1	100
FINANCIAL AND LEGAL	5	1	20	0	0	0	0	1	20
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	1	8	0	0	0	0	1	8
BOOK PRINTING	13	1	8	0	0	0	0	1	8
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	12	1	8	1	8	0	0	0	0
UNANSWERED	6	0	0	1	17	0	0	1	17
GEOGRAPHIC REGION									
NORTH-EAST	28	4	14	1	4	1	4	3	11
MID-WEST	72	5	7	6	8	4	6	4	6
FAR-WEST	31	3	10	3	10	1	3	3	10
SOUTH-EAST	63	5	8	3	5	4	6	3	5
CANADIAN PROVINCES	18	4	22	1	6	0	0	1	6
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	123	10	8	4	3	4	3	9	7
UNION SHOP	62	6	10	7	11	4	6	3	5
COMBINATION SHOP	26	4	15	3	12	2	8	2	8
UNANSWERED	1	1	100	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	5	0	0	0	0	0	0	0	0
500,001 - 1,500,000	32	1	3	1	3	1	3	5	16
1,500,001 - 5,000,000	66	7	11	6	9	5	8	5	8
5,000,001 - 10,000,000	43	3	7	1	2	1	2	4	9
OVER 10,000,000	66	10	15	6	9	3	5	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - ESTIMATOR

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	212	71	33	40	19	36	17	23	11	9	4	1	0	32	15
FORM OF BUSINESS															
COMMERCIAL PRINTING	112	38	34	22	20	17	15	13	12	3	3	1	1	18	16
MAGAZINE & PERIODICALS	16	4	25	1	6	5	31	2	13	2	13	0	0	2	13
ADVERTISING MATERIALS	27	11	41	8	30	2	7	2	7	3	11	0	0	1	4
CATALOGS & DIRECTORIES	8	2	25	2	25	3	38	1	13	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
FINANCIAL AND LEGAL	5	2	40	1	20	0	0	0	0	0	0	0	0	2	40
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	12	5	42	2	17	2	17	2	17	0	0	0	0	1	8
BOOK PRINTING	13	6	46	2	15	3	23	1	8	0	0	0	0	1	8
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	12	3	25	2	17	4	33	1	8	1	8	0	0	1	8
UNANSWERED	6	0	0	0	0	0	0	1	17	0	0	0	0	5	83
GEOGRAPHIC REGION															
NORTH-EAST	28	11	39	4	14	3	11	3	11	1	4	0	0	6	21
MID-WEST	72	24	33	11	15	17	24	5	7	5	7	1	1	9	13
FAR-WEST	31	13	42	8	26	2	6	2	6	0	0	0	0	6	19
SOUTH-EAST	63	20	32	14	22	14	22	7	11	3	5	0	0	5	8
CANADIAN PROVINCES	18	3	17	3	17	0	0	6	33	0	0	0	0	6	33
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	123	44	36	25	20	20	16	11	9	4	3	0	0	19	15
UNION SHOP	62	19	31	9	15	11	18	8	13	3	5	1	2	11	18
COMBINATION SHOP	26	8	31	6	23	5	19	3	12	2	8	0	0	2	8
UNANSWERED	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	5	2	40	1	20	2	40	0	0	0	0	0	0	0	0
500,001 - 1,500,000	32	11	34	11	34	1	3	1	3	0	0	0	0	8	25
1,500,001 - 5,000,000	66	24	36	5	8	12	18	8	12	6	9	1	2	10	15
5,000,001 - 10,000,000	43	15	35	8	19	7	16	7	16	0	0	0	0	6	14
OVER 10,000,000	66	19	29	15	23	14	21	7	11	3	5	0	0	8	12
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Assistant Estimator

PROFILE OF ANNUAL SALARY - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	0	0	0	0	2	4	6	11	10	18	10	18	16	28
FORM OF BUSINESS															
COMMERCIAL PRINTING	23	0	0	0	0	1	4	2	9	5	22	4	17	7	30
MAGAZINE & PERIODICALS	9	0	0	0	0	0	0	1	11	2	22	0	0	2	22
ADVERTISING MATERIALS	7	0	0	0	0	0	0	1	14	0	0	1	14	3	43
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	1	14	1	14	3	43	1	14
BOOK PRINTING	6	0	0	0	0	1	17	1	17	1	17	1	17	2	33
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION															
NORTH-EAST	9	0	0	0	0	0	0	2	22	2	22	2	22	2	22
MID-WEST	17	0	0	0	0	0	0	2	12	1	6	7	41	4	24
FAR-WEST	4	0	0	0	0	0	0	1	25	1	25	0	0	1	25
SOUTH-EAST	23	0	0	0	0	2	9	1	4	5	22	1	4	7	30
CANADIAN PROVINCES	4	0	0	0	0	0	0	0	0	1	25	0	0	2	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	0	0	0	0	2	6	4	11	6	17	7	19	11	31
UNION SHOP	16	0	0	0	0	0	0	2	13	3	19	1	6	5	31
COMBINATION SHOP	4	0	0	0	0	0	0	0	0	1	25	1	25	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	0	0	1	25	1	25	2	50
1,500,001 - 5,000,000	21	0	0	0	0	1	5	3	14	3	14	3	14	6	29
5,000,001 - 10,000,000	21	0	0	0	0	1	5	3	14	5	24	4	19	6	29
OVER 10,000,000	11	0	0	0	0	0	0	0	0	1	9	2	18	2	18
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	12	21	1	2	0	0	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	23	4	17	0	0	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	9	4	44	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	1	14	1	14	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	1	14	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	1	11	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	17	3	18	0	0	0	0	0	0	0	0	0	0	0	0
FAR-WEST	4	0	0	1	25	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	23	7	30	0	0	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	4	1	25	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	6	17	0	0	0	0	0	0	0	0	0	0	0	0
UNION SHOP	16	5	31	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	4	1	25	1	25	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	21	5	24	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	21	2	10	0	0	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	11	5	45	1	9	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	40	70	7	12	6	11	1	2	1	2	2	4	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	23	18	78	2	9	2	9	1	4	0	0	0	0	0	0
MAGAZINE & PERIODICALS	9	6	67	1	11	2	22	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	4	57	1	14	2	29	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	6	86	1	14	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	6	5	83	1	17	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0	1	50	1	50	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	7	78	0	0	1	11	0	0	1	11	0	0	0	0
MID-WEST	17	15	88	2	12	0	0	0	0	0	0	0	0	0	0
FAR-WEST	4	3	75	1	25	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	23	12	52	4	17	4	17	1	4	0	0	2	9	0	0
CANADIAN PROVINCES	4	3	75	0	0	1	25	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	24	67	5	14	4	11	1	3	0	0	2	6	0	0
UNION SHOP	16	12	75	2	13	2	13	0	0	0	0	0	0	0	0
COMBINATION SHOP	4	4	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	2	50	1	25	1	25	0	0	0	0	0	0
1,500,001 - 5,000,000	21	16	76	3	14	2	10	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	21	16	76	1	5	2	10	0	0	1	5	1	5	0	0
OVER 10,000,000	11	8	73	1	9	1	9	0	0	0	0	1	9	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	0	0	0	0	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	23	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	9	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0
BOOK PRINTING	6	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	9	0	0	0	0	0	0	0	0
MID-WEST	17	0	0	0	0	0	0	0	0
FAR-WEST	4	0	0	0	0	0	0	0	0
SOUTH-EAST	23	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	4	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	36	0	0	0	0	0	0	0	0
UNION SHOP	16	0	0	0	0	0	0	0	0
COMBINATION SHOP	4	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	21	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	21	0	0	0	0	0	0	0	0
OVER 10,000,000	11	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	0	0	0	0	1	2	7	12	9	16	10	18	13	23
FORM OF BUSINESS															
COMMERCIAL PRINTING	23	0	0	0	0	1	4	2	9	4	17	5	22	4	17
MAGAZINE & PERIODICALS	9	0	0	0	0	0	0	1	11	2	22	0	0	1	11
ADVERTISING MATERIALS	7	0	0	0	0	0	0	1	14	0	0	1	14	3	43
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	1	14	1	14	3	43	1	14
BOOK PRINTING	6	0	0	0	0	0	0	2	33	1	17	1	17	2	33
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION															
NORTH-EAST	9	0	0	0	0	0	0	2	22	2	22	1	11	2	22
MID-WEST	17	0	0	0	0	0	0	2	12	1	6	7	41	4	24
FAR-WEST	4	0	0	0	0	0	0	1	25	1	25	0	0	1	25
SOUTH-EAST	23	0	0	0	0	1	4	2	9	4	17	2	9	4	17
CANADIAN PROVINCES	4	0	0	0	0	0	0	0	0	1	25	0	0	2	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	0	0	0	0	1	3	5	14	6	17	7	19	8	22
UNION SHOP	16	0	0	0	0	0	0	2	13	2	13	2	13	4	25
COMBINATION SHOP	4	0	0	0	0	0	0	0	0	1	25	1	25	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	0	0	1	25	1	25	1	25
1,500,001 - 5,000,000	21	0	0	0	0	0	0	4	19	3	14	3	14	5	24
5,000,001 - 10,000,000	21	0	0	0	0	1	5	3	14	4	19	4	19	5	24
OVER 10,000,000	11	0	0	0	0	0	0	0	0	1	9	2	18	2	18
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	15	26	2	4	0	0	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	23	7	30	0	0	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	9	5	56	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	1	14	1	14	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	1	14	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	2	22	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	17	3	18	0	0	0	0	0	0	0	0	0	0	0	0
FAR-WEST	4	0	0	1	25	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	23	9	39	1	4	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	4	1	25	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	8	22	1	3	0	0	0	0	0	0	0	0	0	0
UNION SHOP	16	6	38	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	4	1	25	1	25	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	1	25	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	21	6	29	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	21	4	19	0	0	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	11	4	36	2	18	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	0	0	3	5	2	4	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	23	0	0	3	13	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	9	0	0	0	0	1	11	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	0	0	1	11	0	0	0	0	0	0	0	0	0	0
MID-WEST	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FAR-WEST	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	23	0	0	2	9	2	9	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	0	0	3	8	1	3	0	0	0	0	0	0	0	0
UNION SHOP	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	4	0	0	0	0	1	25	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	1	25	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	21	0	0	2	10	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	21	0	0	0	0	1	5	0	0	0	0	0	0	0	0
OVER 10,000,000	11	0	0	0	0	1	9	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	0	0	0	0	52	91
FORM OF BUSINESS							
COMMERCIAL PRINTING	23	0	0	0	0	20	87
MAGAZINE & PERIODICALS	9	0	0	0	0	8	89
ADVERTISING MATERIALS	7	0	0	0	0	7	100
CATALOGS & DIRECTORIES	1	0	0	0	0	1	100
LABELS AND WRAPPERS	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	7	100
BOOK PRINTING	6	0	0	0	0	6	100
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	2	100
UNANSWERED	1	0	0	0	0	1	100
GEOGRAPHIC REGION							
NORTH-EAST	9	0	0	0	0	8	89
MID-WEST	17	0	0	0	0	17	100
FAR-WEST	4	0	0	0	0	4	100
SOUTH-EAST	23	0	0	0	0	19	83
CANADIAN PROVINCES	4	0	0	0	0	4	100
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	36	0	0	0	0	32	89
UNION SHOP	16	0	0	0	0	16	100
COMBINATION SHOP	4	0	0	0	0	3	75
UNANSWERED	1	0	0	0	0	1	100
SALES VOLUME							
UNDER $500,000	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	3	75
1,500,001 - 5,000,000	21	0	0	0	0	19	90
5,000,001 - 10,000,000	21	0	0	0	0	20	95
OVER 10,000,000	11	0	0	0	0	10	91
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	0	0	4	7	1	2	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	23	0	0	4	17	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	0	0	1	11	0	0	0	0	0	0	0	0	0	0
MID-WEST	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FAR-WEST	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	23	0	0	3	13	1	4	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	0	0	4	11	1	3	0	0	0	0	0	0	0	0
UNION SHOP	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	1	25	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	21	0	0	2	10	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	21	0	0	1	5	1	5	0	0	0	0	0	0	0	0
OVER 10,000,000	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	0	0	0	0	0	0	52	91
FORM OF BUSINESS									
COMMERCIAL PRINTING	23	0	0	0	0	0	0	19	83
MAGAZINE & PERIODICALS	9	0	0	0	0	0	0	9	100
ADVERTISING MATERIALS	7	0	0	0	0	0	0	7	100
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	1	100
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	7	100
BOOK PRINTING	6	0	0	0	0	0	0	6	100
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	2	100
UNANSWERED	1	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION									
NORTH-EAST	9	0	0	0	0	0	0	8	89
MID-WEST	17	0	0	0	0	0	0	17	100
FAR-WEST	4	0	0	0	0	0	0	4	100
SOUTH-EAST	23	0	0	0	0	0	0	19	83
CANADIAN PROVINCES	4	0	0	0	0	0	0	4	100
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	36	0	0	0	0	0	0	31	86
UNION SHOP	16	0	0	0	0	0	0	16	100
COMBINATION SHOP	4	0	0	0	0	0	0	4	100
UNANSWERED	1	0	0	0	0	0	0	1	100
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	0	0	3	75
1,500,001 - 5,000,000	21	0	0	0	0	0	0	19	90
5,000,001 - 10,000,000	21	0	0	0	0	0	0	19	90
OVER 10,000,000	11	0	0	0	0	0	0	11	100
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	4	7	17	30	11	19	4	7	5	9	3	5	3	5
FORM OF BUSINESS															
COMMERCIAL PRINTING	23	2	9	7	30	3	13	2	9	2	9	0	0	2	9
MAGAZINE & PERIODICALS	9	0	0	3	33	3	33	0	0	0	0	0	0	1	11
ADVERTISING MATERIALS	7	0	0	1	14	1	14	1	14	3	43	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	2	29	1	14	0	0	0	0	2	29	0	0
BOOK PRINTING	6	2	33	2	33	2	33	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	1	50	0	0	0	0	0	0	1	50	0	0
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	9	0	0	3	33	1	11	1	11	2	22	0	0	0	0
MID-WEST	17	3	18	1	6	6	35	1	6	0	0	1	6	1	6
FAR-WEST	4	0	0	3	75	0	0	0	0	1	25	0	0	0	0
SOUTH-EAST	23	0	0	9	39	3	13	2	9	2	9	2	9	2	9
CANADIAN PROVINCES	4	1	25	1	25	1	25	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	3	8	9	25	7	19	4	11	4	11	2	6	1	3
UNION SHOP	16	1	6	5	31	4	25	0	0	0	0	1	6	1	6
COMBINATION SHOP	4	0	0	2	50	0	0	0	0	1	25	0	0	1	25
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	1	25	2	50	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	21	2	10	4	19	2	10	2	10	3	14	1	5	2	10
5,000,001 - 10,000,000	21	2	10	10	48	4	19	2	10	1	5	0	0	0	0
OVER 10,000,000	11	0	0	2	18	3	27	0	0	1	9	2	18	1	9
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	1	2	3	5	2	4	4	7
FORM OF BUSINESS									
COMMERCIAL PRINTING	23	1	4	1	4	1	4	2	9
MAGAZINE & PERIODICALS	9	0	0	1	11	1	11	0	0
ADVERTISING MATERIALS	7	0	0	1	14	0	0	0	0
CATALOGS & DIRECTORIES	1	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	2	29
BOOK PRINTING	6	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	2	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	9	0	0	0	0	0	0	2	22
MID-WEST	17	1	6	0	0	1	6	2	12
FAR-WEST	4	0	0	0	0	0	0	0	0
SOUTH-EAST	23	0	0	2	9	1	4	0	0
CANADIAN PROVINCES	4	0	0	1	25	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	36	0	0	2	6	1	3	3	8
UNION SHOP	16	1	6	1	6	1	6	1	6
COMBINATION SHOP	4	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	0	0	0	0	1	25	0	0
1,500,001 - 5,000,000	21	1	5	2	10	0	0	2	10
5,000,001 - 10,000,000	21	0	0	0	0	0	0	2	10
OVER 10,000,000	11	0	0	1	9	1	9	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - ASST. ESTIMATOR

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	57	36	63	6	11	6	11	1	2	0	0	1	2	7	12
FORM OF BUSINESS															
COMMERCIAL PRINTING	23	12	52	2	9	4	17	0	0	0	0	1	4	4	17
MAGAZINE & PERIODICALS	9	6	67	1	11	1	11	0	0	0	0	0	0	1	11
ADVERTISING MATERIALS	7	4	57	1	14	1	14	0	0	0	0	0	0	1	14
CATALOGS & DIRECTORIES	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	4	57	2	29	0	0	1	14	0	0	0	0	0	0
BOOK PRINTING	6	6	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION															
NORTH-EAST	9	5	56	0	0	1	11	0	0	0	0	1	11	2	22
MID-WEST	17	9	53	2	12	2	12	1	6	0	0	0	0	3	18
FAR-WEST	4	3	75	0	0	0	0	0	0	0	0	0	0	1	25
SOUTH-EAST	23	17	74	3	13	2	9	0	0	0	0	0	0	1	4
CANADIAN PROVINCES	4	2	50	1	25	1	25	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	25	69	4	11	3	8	0	0	0	0	0	0	4	11
UNION SHOP	16	7	44	2	13	3	19	1	6	0	0	1	6	2	13
COMBINATION SHOP	4	3	75	0	0	0	0	0	0	0	0	0	0	1	25
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	4	3	75	0	0	1	25	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	21	13	62	2	10	2	10	0	0	0	0	1	5	3	14
5,000,001 - 10,000,000	21	15	71	3	14	2	10	0	0	0	0	0	0	1	5
OVER 10,000,000	11	5	45	1	9	1	9	1	9	0	0	0	0	3	27
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Purchasing Agent

PROFILE OF ANNUAL SALARY - PURCHASING AGENT

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	0	0	0	0	3	3	5	5	15	14	8	7	15	14
FORM OF BUSINESS															
COMMERCIAL PRINTING	41	0	0	0	0	3	7	2	5	5	12	6	15	6	15
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	2	13	3	20	1	7	3	20
ADVERTISING MATERIALS	9	0	0	0	0	0	0	0	0	3	33	1	11	2	22
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	1	17	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	0	0	0	0	0	0	0	0	1	9	0	0	1	9
BOOK PRINTING	8	0	0	0	0	0	0	0	0	2	25	0	0	1	13
GREETING CARDS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
OTHER	8	0	0	0	0	0	0	0	0	1	13	0	0	1	13
UNANSWERED	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	23	0	0	0	0	3	13	2	9	3	13	2	9	3	13
MID-WEST	41	0	0	0	0	0	0	1	2	8	20	3	7	3	7
FAR-WEST	9	0	0	0	0	0	0	1	11	0	0	1	11	2	22
SOUTH-EAST	31	0	0	0	0	0	0	1	3	4	13	2	6	7	23
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	63	0	0	0	0	3	5	3	5	10	16	6	10	11	17
UNION SHOP	29	0	0	0	0	0	0	1	3	2	7	2	7	2	7
COMBINATION SHOP	16	0	0	0	0	0	0	1	6	3	19	0	0	2	13
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	0	0	1	13	1	13	3	38	1	13	0	0
1,500,001 - 5,000,000	31	0	0	0	0	1	3	3	10	6	19	3	10	8	26
5,000,001 - 10,000,000	22	0	0	0	0	1	5	0	0	2	9	3	14	4	18
OVER 10,000,000	49	0	0	0	0	0	0	1	2	4	8	1	2	3	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - PURCHASING AGENT

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	25	23	22	20	7	6	4	4	4	4	1	1	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	41	5	12	9	22	2	5	2	5	0	0	0	0	1	2
MAGAZINE & PERIODICALS	15	1	7	3	20	1	7	0	0	1	7	0	0	0	0
ADVERTISING MATERIALS	9	0	0	1	11	0	0	0	0	2	22	0	0	0	0
CATALOGS & DIRECTORIES	6	4	67	1	17	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	1	33	1	33	0	0	1	33	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	3	27	2	18	2	18	1	9	1	9	0	0	0	0
BOOK PRINTING	8	3	38	2	25	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	4	50	1	13	1	13	0	0	0	0	0	0	0	0
UNANSWERED	4	1	25	1	25	1	25	0	0	0	0	1	25	0	0
GEOGRAPHIC REGION															
NORTH-EAST	23	5	22	2	9	1	4	2	9	0	0	0	0	0	0
MID-WEST	41	7	17	10	24	4	10	1	2	3	7	1	2	0	0
FAR-WEST	9	3	33	2	22	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	31	5	16	7	23	2	6	1	3	1	3	0	0	1	3
CANADIAN PROVINCES	6	5	83	1	17	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	63	10	16	13	21	2	3	2	3	2	3	0	0	1	2
UNION SHOP	29	8	28	7	24	3	10	2	7	1	3	1	3	0	0
COMBINATION SHOP	16	5	31	2	13	2	13	0	0	1	6	0	0	0	0
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	2	25	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	31	5	16	2	6	0	0	2	6	0	0	0	0	1	3
5,000,001 - 10,000,000	22	8	36	2	9	2	9	0	0	0	0	0	0	0	0
OVER 10,000,000	49	12	24	16	33	5	10	2	4	4	8	1	2	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - PURCHASING AGENT

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	78	71	8	7	4	4	6	5	2	2	6	5	3	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	41	29	71	5	12	4	10	1	2	0	0	0	0	1	2
MAGAZINE & PERIODICALS	15	9	60	2	13	0	0	1	7	1	7	1	7	0	0
ADVERTISING MATERIALS	9	7	78	1	11	0	0	0	0	0	0	1	11	0	0
CATALOGS & DIRECTORIES	6	5	83	0	0	0	0	0	0	1	17	0	0	0	0
LABELS AND WRAPPERS	3	1	33	0	0	0	0	0	0	0	0	2	67	0	0
FINANCIAL AND LEGAL	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	7	64	0	0	0	0	0	0	0	0	2	18	1	9
BOOK PRINTING	8	7	88	0	0	0	0	1	13	0	0	0	0	0	0
GREETING CARDS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
OTHER	8	5	63	0	0	0	0	2	25	0	0	0	0	1	13
UNANSWERED	4	4	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	23	18	78	1	4	1	4	1	4	1	4	1	4	0	0
MID-WEST	41	30	73	3	7	1	2	3	7	0	0	2	5	2	5
FAR-WEST	9	8	89	0	0	0	0	0	0	0	0	1	11	0	0
SOUTH-EAST	31	18	58	3	10	2	6	2	6	0	0	2	6	1	3
CANADIAN PROVINCES	6	4	67	1	17	0	0	0	0	1	17	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	63	40	63	7	11	3	5	4	6	1	2	3	5	2	3
UNION SHOP	29	23	79	0	0	1	3	1	3	1	3	3	10	0	0
COMBINATION SHOP	16	13	81	1	6	0	0	1	6	0	0	0	0	1	6
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	6	75	2	25	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	31	18	58	6	19	1	3	2	6	0	0	3	10	0	0
5,000,001 - 10,000,000	22	16	73	0	0	2	9	3	14	1	5	0	0	0	0
OVER 10,000,000	49	38	78	0	0	1	2	1	2	1	2	3	6	3	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - PURCHASING AGENT

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	1	1	0	0	0	0	2	2
FORM OF BUSINESS									
COMMERCIAL PRINTING	41	0	0	0	0	0	0	1	2
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	1	7
ADVERTISING MATERIALS	9	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	1	9	0	0	0	0	0	0
BOOK PRINTING	8	0	0	0	0	0	0	0	0
GREETING CARDS	2	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	0	0	0	0
UNANSWERED	4	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	23	0	0	0	0	0	0	0	0
MID-WEST	41	0	0	0	0	0	0	0	0
FAR-WEST	9	0	0	0	0	0	0	0	0
SOUTH-EAST	31	1	3	0	0	0	0	2	6
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	63	1	2	0	0	0	0	2	3
UNION SHOP	29	0	0	0	0	0	0	0	0
COMBINATION SHOP	16	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	31	0	0	0	0	0	0	1	3
5,000,001 - 10,000,000	22	0	0	0	0	0	0	0	0
OVER 10,000,000	49	1	2	0	0	0	0	1	2
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - PURCHASING AGENT

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	0	0	0	0	3	3	5	5	11	10	12	11	14	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	41	0	0	0	0	3	7	2	5	3	7	8	20	6	15
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	2	13	2	13	2	13	3	20
ADVERTISING MATERIALS	9	0	0	0	0	0	0	0	0	3	33	1	11	2	22
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	1	17	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	0	0	0	0	0	0	0	0	1	9	0	0	1	9
BOOK PRINTING	8	0	0	0	0	0	0	0	0	2	25	0	0	1	13
GREETING CARDS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	0	0	0	0	0	0	1	13	1	13
UNANSWERED	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	23	0	0	0	0	3	13	2	9	2	9	3	13	2	9
MID-WEST	41	0	0	0	0	0	0	1	2	7	17	4	10	3	7
FAR-WEST	9	0	0	0	0	0	0	1	11	0	0	1	11	2	22
SOUTH-EAST	31	0	0	0	0	0	0	1	3	2	6	4	13	7	23
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	63	0	0	0	0	3	5	3	5	7	11	9	14	10	16
UNION SHOP	29	0	0	0	0	0	0	1	3	2	7	2	7	2	7
COMBINATION SHOP	16	0	0	0	0	0	0	1	6	2	13	1	6	2	13
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	0	0	1	13	1	13	1	13	3	38	0	0
1,500,001 - 5,000,000	31	0	0	0	0	1	3	3	10	4	13	5	16	8	26
5,000,001 - 10,000,000	22	0	0	0	0	1	5	0	0	2	9	3	14	3	14
OVER 10,000,000	49	0	0	0	0	0	0	1	2	4	8	1	2	3	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - PURCHASING AGENT

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	21	19	25	23	7	6	6	5	2	2	2	2	2	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	41	5	12	8	20	3	7	2	5	0	0	0	0	1	2
MAGAZINE & PERIODICALS	15	1	7	3	20	0	0	1	7	0	0	0	0	1	7
ADVERTISING MATERIALS	9	0	0	1	11	0	0	0	0	2	22	0	0	0	0
CATALOGS & DIRECTORIES	6	3	50	2	33	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	2	67	0	0	1	33	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	2	18	3	27	1	9	2	18	0	0	1	9	0	0
BOOK PRINTING	8	2	25	3	38	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	3	38	1	13	2	25	0	0	0	0	0	0	0	0
UNANSWERED	4	1	25	1	25	1	25	0	0	0	0	1	25	0	0
GEOGRAPHIC REGION															
NORTH-EAST	23	6	26	2	9	1	4	2	9	0	0	0	0	0	0
MID-WEST	41	5	12	11	27	5	12	1	2	2	5	2	5	0	0
FAR-WEST	9	2	22	3	33	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	31	4	13	7	23	1	3	3	10	0	0	0	0	2	6
CANADIAN PROVINCES	6	4	67	2	33	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	63	9	14	14	22	1	2	4	6	0	0	1	2	2	3
UNION SHOP	29	5	17	10	34	3	10	2	7	1	3	1	3	0	0
COMBINATION SHOP	16	5	31	1	6	3	19	0	0	1	6	0	0	0	0
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	2	25	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	31	3	10	4	13	0	0	2	6	0	0	0	0	1	3
5,000,001 - 10,000,000	22	8	36	3	14	1	5	1	5	0	0	0	0	0	0
OVER 10,000,000	49	10	20	16	33	6	12	3	6	2	4	2	4	1	2
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - PURCHASING AGENT

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	0	0	34	31	17	15	3	3	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	41	0	0	11	27	3	7	2	5	0	0	0	0	0	0
MAGAZINE & PERIODICALS	15	0	0	3	20	4	27	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	9	0	0	1	11	1	11	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	6	0	0	1	17	1	17	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	2	67	1	33	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	0	0	6	55	2	18	0	0	0	0	0	0	0	0
BOOK PRINTING	8	0	0	3	38	2	25	0	0	0	0	0	0	0	0
GREETING CARDS	2	0	0	0	0	2	100	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	4	50	1	13	1	13	0	0	0	0	0	0
UNANSWERED	4	0	0	2	50	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	23	0	0	3	13	3	13	0	0	0	0	0	0	0	0
MID-WEST	41	0	0	16	39	5	12	2	5	0	0	0	0	0	0
FAR-WEST	9	0	0	4	44	1	11	0	0	0	0	0	0	0	0
SOUTH-EAST	31	0	0	10	32	8	26	1	3	0	0	0	0	0	0
CANADIAN PROVINCES	6	0	0	1	17	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	63	0	0	19	30	9	14	1	2	0	0	0	0	0	0
UNION SHOP	29	0	0	12	41	2	7	2	7	0	0	0	0	0	0
COMBINATION SHOP	16	0	0	3	19	4	25	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	2	100	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	3	38	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	31	0	0	5	16	4	13	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	22	0	0	5	23	1	5	0	0	0	0	0	0	0	0
OVER 10,000,000	49	0	0	21	43	12	24	3	6	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - PURCHASING AGENT

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	0	0	0	0	56	51
FORM OF BUSINESS							
COMMERCIAL PRINTING	41	0	0	0	0	25	61
MAGAZINE & PERIODICALS	15	0	0	0	0	8	53
ADVERTISING MATERIALS	9	0	0	0	0	7	78
CATALOGS & DIRECTORIES	6	0	0	0	0	4	67
LABELS AND WRAPPERS	3	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	11	0	0	0	0	3	27
BOOK PRINTING	8	0	0	0	0	3	38
GREETING CARDS	2	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	1	100
OTHER	8	0	0	0	0	2	25
UNANSWERED	4	0	0	0	0	2	50
GEOGRAPHIC REGION							
NORTH-EAST	23	0	0	0	0	17	74
MID-WEST	41	0	0	0	0	18	44
FAR-WEST	9	0	0	0	0	4	44
SOUTH-EAST	31	0	0	0	0	12	39
CANADIAN PROVINCES	6	0	0	0	0	5	83
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	63	0	0	0	0	34	54
UNION SHOP	29	0	0	0	0	13	45
COMBINATION SHOP	16	0	0	0	0	9	56
UNANSWERED	2	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	0	0	5	63
1,500,001 - 5,000,000	31	0	0	0	0	22	71
5,000,001 - 10,000,000	22	0	0	0	0	16	73
OVER 10,000,000	49	0	0	0	0	13	27
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - PURCHASING AGENT

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	0	0	29	26	18	16	2	2	0	0	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	41	0	0	9	22	5	12	1	2	0	0	0	0	0	0
MAGAZINE & PERIODICALS	15	0	0	3	20	4	27	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	9	0	0	0	0	1	11	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	6	0	0	1	17	1	17	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	2	67	1	33	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	0	0	5	45	1	9	1	9	0	0	1	9	0	0
BOOK PRINTING	8	0	0	2	25	2	25	0	0	0	0	0	0	0	0
GREETING CARDS	2	0	0	0	0	2	100	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	5	63	1	13	0	0	0	0	0	0	0	0
UNANSWERED	4	0	0	1	25	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	23	0	0	4	17	3	13	1	4	0	0	0	0	0	0
MID-WEST	41	0	0	10	24	7	17	1	2	0	0	1	2	0	0
FAR-WEST	9	0	0	4	44	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	31	0	0	9	29	8	26	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	6	0	0	2	33	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	63	0	0	17	27	10	16	0	0	0	0	1	2	0	0
UNION SHOP	29	0	0	8	28	4	14	1	3	0	0	0	0	0	0
COMBINATION SHOP	16	0	0	4	25	2	13	1	6	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	2	100	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	2	25	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	31	0	0	7	23	3	10	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	22	0	0	5	23	1	5	0	0	0	0	0	0	0	0
OVER 10,000,000	49	0	0	15	31	14	29	2	4	0	0	1	2	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - PURCHASING AGENT

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	0	0	0	0	0	0	60	55
FORM OF BUSINESS									
COMMERCIAL PRINTING	41	0	0	0	0	0	0	26	63
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	8	53
ADVERTISING MATERIALS	9	0	0	0	0	0	0	8	89
CATALOGS & DIRECTORIES	6	0	0	0	0	0	0	4	67
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	0	0	0	0	0	0	3	27
BOOK PRINTING	8	0	0	0	0	0	0	4	50
GREETING CARDS	2	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	1	100
OTHER	8	0	0	0	0	0	0	2	25
UNANSWERED	4	0	0	0	0	0	0	3	75
GEOGRAPHIC REGION									
NORTH-EAST	23	0	0	0	0	0	0	15	65
MID-WEST	41	0	0	0	0	0	0	22	54
FAR-WEST	9	0	0	0	0	0	0	5	56
SOUTH-EAST	31	0	0	0	0	0	0	14	45
CANADIAN PROVINCES	6	0	0	0	0	0	0	4	67
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	63	0	0	0	0	0	0	35	56
UNION SHOP	29	0	0	0	0	0	0	16	55
COMBINATION SHOP	16	0	0	0	0	0	0	9	56
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	0	0	0	0	6	75
1,500,001 - 5,000,000	31	0	0	0	0	0	0	21	68
5,000,001 - 10,000,000	22	0	0	0	0	0	0	16	73
OVER 10,000,000	49	0	0	0	0	0	0	17	35
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - PURCHASING AGENT

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	0	0	8	7	13	12	14	13	20	18	12	11	7	6
FORM OF BUSINESS															
COMMERCIAL PRINTING	41	0	0	4	10	5	12	4	10	6	15	6	15	3	7
MAGAZINE & PERIODICALS	15	0	0	2	13	2	13	1	7	4	27	2	13	1	7
ADVERTISING MATERIALS	9	0	0	0	0	2	22	2	22	2	22	1	11	0	0
CATALOGS & DIRECTORIES	6	0	0	1	17	1	17	0	0	2	33	0	0	0	0
LABELS AND WRAPPERS	3	0	0	0	0	0	0	1	33	0	0	0	0	1	33
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	0	0	0	0	1	9	2	18	1	9	1	9	1	9
BOOK PRINTING	8	0	0	1	13	1	13	2	25	1	13	1	13	0	0
GREETING CARDS	2	0	0	0	0	0	0	1	50	1	50	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	1	13	1	13	1	13	0	0	1	13
UNANSWERED	4	0	0	0	0	0	0	0	0	2	50	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	23	0	0	4	17	3	13	1	4	7	30	1	4	1	4
MID-WEST	41	0	0	0	0	3	7	9	22	6	15	6	15	2	5
FAR-WEST	9	0	0	1	11	1	11	2	22	1	11	1	11	0	0
SOUTH-EAST	31	0	0	3	10	5	16	2	6	5	16	3	10	4	13
CANADIAN PROVINCES	6	0	0	0	0	1	17	0	0	1	17	1	17	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	63	0	0	5	8	9	14	10	16	11	17	7	11	3	5
UNION SHOP	29	0	0	1	3	3	10	3	10	5	17	2	7	3	10
COMBINATION SHOP	16	0	0	2	13	1	6	0	0	3	19	3	19	1	6
UNANSWERED	2	0	0	0	0	0	0	1	50	1	50	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	1	13	3	38	0	0	1	13	2	25	1	13
1,500,001 - 5,000,000	31	0	0	3	10	7	23	4	13	4	13	2	6	2	6
5,000,001 - 10,000,000	22	0	0	1	5	2	9	3	14	5	23	2	9	0	0
OVER 10,000,000	49	0	0	3	6	1	2	7	14	10	20	6	12	4	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - PURCHASING AGENT

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	12	11	9	8	11	10	4	4
FORM OF BUSINESS									
COMMERCIAL PRINTING	41	6	15	4	10	2	5	1	2
MAGAZINE & PERIODICALS	15	0	0	0	0	2	13	1	7
ADVERTISING MATERIALS	9	1	11	1	11	0	0	0	0
CATALOGS & DIRECTORIES	6	0	0	0	0	2	33	0	0
LABELS AND WRAPPERS	3	1	33	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	1	9	1	9	2	18	1	9
BOOK PRINTING	8	0	0	2	25	0	0	0	0
GREETING CARDS	2	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	1	100	0	0	0	0	0	0
OTHER	8	1	13	1	13	2	25	0	0
UNANSWERED	4	1	25	0	0	1	25	0	0
GEOGRAPHIC REGION									
NORTH-EAST	23	3	13	0	0	1	4	2	9
MID-WEST	41	5	12	8	20	1	2	1	2
FAR-WEST	9	1	11	0	0	2	22	0	0
SOUTH-EAST	31	3	10	0	0	5	16	1	3
CANADIAN PROVINCES	6	0	0	1	17	2	33	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	63	6	10	4	6	5	8	3	5
UNION SHOP	29	5	17	3	10	4	14	0	0
COMBINATION SHOP	16	1	6	2	13	2	13	1	6
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	31	4	13	1	3	3	10	1	3
5,000,001 - 10,000,000	22	2	9	1	5	3	14	3	14
OVER 10,000,000	49	6	12	7	14	5	10	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - PURCHASING AGENT

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	110	47	43	13	12	18	16	15	14	6	5	2	2	9	8
FORM OF BUSINESS															
COMMERCIAL PRINTING	41	19	46	6	15	5	12	5	12	3	7	0	0	3	7
MAGAZINE & PERIODICALS	15	5	33	2	13	4	27	1	7	1	7	0	0	2	13
ADVERTISING MATERIALS	9	5	56	0	0	3	33	1	11	0	0	0	0	0	0
CATALOGS & DIRECTORIES	6	3	50	1	17	0	0	2	33	0	0	0	0	0	0
LABELS AND WRAPPERS	3	1	33	0	0	0	0	2	67	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	11	5	45	1	9	0	0	2	18	0	0	2	18	1	9
BOOK PRINTING	8	3	38	2	25	3	38	0	0	0	0	0	0	0	0
GREETING CARDS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	2	25	0	0	3	38	1	13	2	25	0	0	0	0
UNANSWERED	4	0	0	1	25	0	0	1	25	0	0	0	0	2	50
GEOGRAPHIC REGION															
NORTH-EAST	23	12	52	3	13	0	0	3	13	0	0	0	0	5	22
MID-WEST	41	15	37	6	15	9	22	4	10	3	7	1	2	3	7
FAR-WEST	9	6	67	1	11	0	0	1	11	0	0	1	11	0	0
SOUTH-EAST	31	12	39	2	6	8	26	5	16	3	10	0	0	1	3
CANADIAN PROVINCES	6	2	33	1	17	1	17	2	33	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	63	26	41	10	16	10	16	9	14	3	5	1	2	4	6
UNION SHOP	29	9	31	2	7	6	21	5	17	3	10	1	3	3	10
COMBINATION SHOP	16	10	63	1	6	2	13	1	6	0	0	0	0	2	13
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	8	5	63	2	25	0	0	1	13	0	0	0	0	0	0
1,500,001 - 5,000,000	31	13	42	4	13	2	6	5	16	3	10	1	3	3	10
5,000,001 - 10,000,000	22	9	41	3	14	4	18	3	14	1	5	0	0	2	9
OVER 10,000,000	49	20	41	4	8	12	24	6	12	2	4	1	2	4	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Art Director

PROFILE OF ANNUAL SALARY - ART DIRECTOR

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	81	0	0	1	1	1	1	6	7	8	10	14	17	15	19
FORM OF BUSINESS															
COMMERCIAL PRINTING	44	0	0	1	2	0	0	5	11	3	7	11	25	7	16
MAGAZINE & PERIODICALS	6	0	0	0	0	0	0	0	0	1	17	2	33	1	17
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0	1	14	0	0	1	14
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	1	33	1	33	0	0	1	33
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0	0	0	1	33	1	33
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	0	0	0	0	0	0	0	0	0	0	0	0	1	33
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	1	13	0	0	2	25	0	0	3	38
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	19	0	0	0	0	1	5	2	11	3	16	2	11	3	16
MID-WEST	19	0	0	0	0	0	0	0	0	1	5	5	26	3	16
FAR-WEST	8	0	0	0	0	0	0	0	0	0	0	0	0	4	50
SOUTH-EAST	29	0	0	1	3	0	0	4	14	4	14	7	24	5	17
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	60	0	0	1	2	1	2	6	10	7	12	13	22	13	22
UNION SHOP	12	0	0	0	0	0	0	0	0	0	0	0	0	1	8
COMBINATION SHOP	5	0	0	0	0	0	0	0	0	0	0	1	20	0	0
UNANSWERED	4	0	0	0	0	0	0	0	0	1	25	0	0	1	25
SALES VOLUME															
UNDER $500,000	10	0	0	1	10	1	10	3	30	3	30	1	10	0	0
500,001 - 1,500,000	14	0	0	0	0	0	0	2	14	2	14	4	29	4	29
1,500,001 - 5,000,000	30	0	0	0	0	0	0	1	3	1	3	8	27	6	20
5,000,001 - 10,000,000	13	0	0	0	0	0	0	0	0	1	8	1	8	2	15
OVER 10,000,000	14	0	0	0	0	0	0	0	0	1	7	0	0	3	21
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - ART DIRECTOR

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	81	22	27	8	10	4	5	1	1	0	0	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	44	10	23	5	11	2	5	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	6	2	33	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	3	43	1	14	1	14	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	4	80	1	20	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	2	67	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	1	13	1	13	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	1	50	0	0
GEOGRAPHIC REGION															
NORTH-EAST	19	5	26	1	5	2	11	0	0	0	0	0	0	0	0
MID-WEST	19	6	32	3	16	0	0	0	0	0	0	1	5	0	0
FAR-WEST	8	3	38	1	13	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	29	4	14	2	7	2	7	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	6	4	67	1	17	0	0	1	17	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	60	11	18	5	8	3	5	0	0	0	0	0	0	0	0
UNION SHOP	12	6	50	2	17	1	8	1	8	0	0	1	8	0	0
COMBINATION SHOP	5	3	60	1	20	0	0	0	0	0	0	0	0	0	0
UNANSWERED	4	2	50	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	10	1	10	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	14	2	14	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	30	10	33	3	10	1	3	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	13	3	23	2	15	3	23	1	8	0	0	0	0	0	0
OVER 10,000,000	14	6	43	3	21	0	0	0	0	0	0	1	7	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ART DIRECTOR

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	81	55	68	15	19	4	5	4	5	0	0	0	0	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	44	27	61	12	27	3	7	0	0	0	0	0	0	1	2
MAGAZINE & PERIODICALS	6	5	83	1	17	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	4	57	0	0	1	14	2	29	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	2	67	1	33	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	3	60	0	0	0	0	1	20	0	0	0	0	0	0
BOOK PRINTING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	6	75	1	13	0	0	1	13	0	0	0	0	0	0
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	19	13	68	3	16	0	0	1	5	0	0	0	0	1	5
MID-WEST	19	17	89	2	11	0	0	0	0	0	0	0	0	0	0
FAR-WEST	8	7	88	1	13	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	29	13	45	8	28	4	14	3	10	0	0	0	0	0	0
CANADIAN PROVINCES	6	5	83	1	17	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	60	36	60	14	23	4	7	3	5	0	0	0	0	1	2
UNION SHOP	12	11	92	1	8	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	5	5	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	4	3	75	0	0	0	0	1	25	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	10	4	40	5	50	1	10	0	0	0	0	0	0	0	0
500,001 - 1,500,000	14	5	36	7	50	0	0	1	7	0	0	0	0	1	7
1,500,001 - 5,000,000	30	23	77	2	7	3	10	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	13	10	77	1	8	0	0	2	15	0	0	0	0	0	0
OVER 10,000,000	14	13	93	0	0	0	0	1	7	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - ART DIRECTOR

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	81	1	1	1	1	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	44	0	0	1	2	0	0	0	0
MAGAZINE & PERIODICALS	6	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	1	20	0	0	0	0	0	0
BOOK PRINTING	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	0	0	0	0	0	0	0	0
BLANK BOOKS, LOUSELEAF	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	19	0	0	1	5	0	0	0	0
MID-WEST	19	0	0	0	0	0	0	0	0
FAR-WEST	8	0	0	0	0	0	0	0	0
SOUTH-EAST	29	1	3	0	0	0	0	0	0
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	60	1	2	1	2	0	0	0	0
UNION SHOP	12	0	0	0	0	0	0	0	0
COMBINATION SHOP	5	0	0	0	0	0	0	0	0
UNANSWERED	4	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	10	0	0	0	0	0	0	0	0
500,001 - 1,500,000	14	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	30	1	3	1	3	0	0	0	0
5,000,001 - 10,000,000	13	0	0	0	0	0	0	0	0
OVER 10,000,000	14	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ART DIRECTOR

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	81	0	0	1	1	1	1	5	6	4	5	17	21	16	20
FORM OF BUSINESS															
COMMERCIAL PRINTING	44	0	0	1	2	0	0	4	9	1	2	12	27	8	18
MAGAZINE & PERIODICALS	6	0	0	0	0	0	0	0	0	1	17	2	33	1	17
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0	0	0	1	14	1	14
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	1	33	1	33	0	0	1	33
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0	0	0	1	33	1	33
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	0	0	0	0	0	0	0	0	0	0	0	0	1	33
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	1	13	0	0	1	13	1	13	3	38
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	19	0	0	0	0	1	5	1	5	1	5	4	21	3	16
MID-WEST	19	0	0	0	0	0	0	0	0	1	5	5	26	3	16
FAR-WEST	8	0	0	0	0	0	0	0	0	0	0	0	0	4	50
SOUTH-EAST	29	0	0	1	3	0	0	4	14	2	7	8	28	6	21
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	60	0	0	1	2	1	2	5	8	4	7	15	25	14	23
UNION SHOP	12	0	0	0	0	0	0	0	0	0	0	0	0	1	8
COMBINATION SHOP	5	0	0	0	0	0	0	0	0	0	0	1	20	0	0
UNANSWERED	4	0	0	0	0	0	0	0	0	0	0	1	25	1	25
SALES VOLUME															
UNDER $500,000	10	0	0	1	10	1	10	3	30	1	10	3	30	0	0
500,001 - 1,500,000	14	0	0	0	0	0	0	1	7	1	7	6	43	4	29
1,500,001 - 5,000,000	30	0	0	0	0	0	0	1	3	1	3	6	20	7	23
5,000,001 - 10,000,000	13	0	0	0	0	0	0	0	0	0	0	2	15	2	15
OVER 10,000,000	14	0	0	0	0	0	0	0	0	1	7	0	0	3	21
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - ART DIRECTOR

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	81	23	28	7	9	5	6	1	1	0	0	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	44	11	25	5	11	2	5	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	6	2	33	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	3	43	1	14	1	14	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	4	80	0	0	1	20	0	0	0	0	0	0	0	0
BOOK PRINTING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	2	67	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	1	13	1	13	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	1	50	0	0
GEOGRAPHIC REGION															
NORTH-EAST	19	6	32	1	5	2	11	0	0	0	0	0	0	0	0
MID-WEST	19	6	32	3	16	0	0	0	0	0	0	1	5	0	0
FAR-WEST	8	3	38	1	13	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	29	4	14	1	3	3	10	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	6	4	67	1	17	0	0	1	17	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	60	12	20	4	7	4	7	0	0	0	0	0	0	0	0
UNION SHOP	12	6	50	2	17	1	8	1	8	0	0	1	8	0	0
COMBINATION SHOP	5	3	60	1	20	0	0	0	0	0	0	0	0	0	0
UNANSWERED	4	2	50	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	10	1	10	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	14	2	14	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	30	11	37	2	7	2	7	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	13	3	23	2	15	3	23	1	8	0	0	0	0	0	0
OVER 10,000,000	14	6	43	3	21	0	0	0	0	0	0	1	7	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ART DIRECTOR

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	81	0	0	30	37	15	19	7	9	3	4	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	44	0	0	17	39	9	20	5	11	1	2	0	0	0	0
MAGAZINE & PERIODICALS	6	0	0	2	33	1	17	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	2	29	3	43	0	0	1	14	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	2	67	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	1	33	0	0	0	0	1	33	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	1	20	2	40	1	20	0	0	0	0	0	0
BOOK PRINTING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	4	50	0	0	1	13	0	0	0	0	0	0
UNANSWERED	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	19	0	0	6	32	2	11	1	5	1	5	0	0	0	0
MID-WEST	19	0	0	4	21	5	26	3	16	0	0	0	0	0	0
FAR-WEST	8	0	0	5	63	2	25	0	0	0	0	0	0	0	0
SOUTH-EAST	29	0	0	12	41	5	17	3	10	2	7	0	0	0	0
CANADIAN PROVINCES	6	0	0	3	50	1	17	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	60	0	0	22	37	12	20	6	10	3	5	0	0	0	0
UNION SHOP	12	0	0	6	50	2	17	0	0	0	0	0	0	0	0
COMBINATION SHOP	5	0	0	2	40	1	20	1	20	0	0	0	0	0	0
UNANSWERED	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	10	0	0	4	40	2	20	0	0	0	0	0	0	0	0
500,001 - 1,500,000	14	0	0	5	36	4	29	0	0	1	7	0	0	0	0
1,500,001 - 5,000,000	30	0	0	8	27	6	20	4	13	1	3	0	0	0	0
5,000,001 - 10,000,000	13	0	0	7	54	2	15	1	8	0	0	0	0	0	0
OVER 10,000,000	14	0	0	6	43	1	7	2	14	1	7	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - ART DIRECTOR

	NUMBER OF RESPONDENTS NO.	28 TO 35 NO.	28 TO 35 PCT.	OVER 35 NO.	OVER 35 PCT.	UNANSWERED NO.	UNANSWERED PCT.
TOTAL, ALL RESPONDENTS	81	0	0	0	0	26	32
FORM OF BUSINESS							
COMMERCIAL PRINTING	44	0	0	0	0	12	27
MAGAZINE & PERIODICALS	6	0	0	0	0	3	50
ADVERTISING MATERIALS	7	0	0	0	0	1	14
CATALOGS & DIRECTORIES	3	0	0	0	0	1	33
LABELS AND WRAPPERS	3	0	0	0	0	1	33
FINANCIAL AND LEGAL	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	0	0	1	20
BOOK PRINTING	0	0	0	0	0	0	0
GREETING CARDS	3	0	0	0	0	3	100
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	3	38
UNANSWERED	2	0	0	0	0	1	50
GEOGRAPHIC REGION							
NORTH-EAST	19	0	0	0	0	9	47
MID-WEST	19	0	0	0	0	7	37
FAR-WEST	8	0	0	0	0	1	13
SOUTH-EAST	29	0	0	0	0	7	24
CANADIAN PROVINCES	6	0	0	0	0	2	33
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	60	0	0	0	0	17	28
UNION SHOP	12	0	0	0	0	4	33
COMBINATION SHOP	5	0	0	0	0	1	20
UNANSWERED	4	0	0	0	0	4	100
SALES VOLUME							
UNDER $500,000	10	0	0	0	0	4	40
500,001 - 1,500,000	14	0	0	0	0	4	29
1,500,001 - 5,000,000	30	0	0	0	0	11	37
5,000,001 - 10,000,000	13	0	0	0	0	3	23
OVER 10,000,000	14	0	0	0	0	4	29
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ART DIRECTOR

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	81	0	0	31	38	14	17	8	10	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	44	0	0	15	34	10	23	3	7	0	0	0	0	0	0
MAGAZINE & PERIODICALS	6	0	0	3	50	1	17	1	17	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	1	14	2	29	2	29	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	1	33	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	2	67	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	2	40	1	20	1	20	0	0	0	0	0	0
BOOK PRINTING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	6	75	0	0	1	13	0	0	0	0	0	0
UNANSWERED	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	19	0	0	6	32	3	16	2	11	0	0	0	0	0	0
MID-WEST	19	0	0	6	32	4	21	2	11	0	0	0	0	0	0
FAR-WEST	8	0	0	4	50	2	25	0	0	0	0	0	0	0	0
SOUTH-EAST	29	0	0	12	41	5	17	4	14	0	0	0	0	0	0
CANADIAN PROVINCES	6	0	0	3	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	60	0	0	22	37	12	20	7	12	0	0	0	0	0	0
UNION SHOP	12	0	0	7	58	1	8	0	0	0	0	0	0	0	0
COMBINATION SHOP	5	0	0	1	20	1	20	1	20	0	0	0	0	0	0
UNANSWERED	4	0	0	1	25	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	10	0	0	4	40	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	14	0	0	3	21	4	29	1	7	0	0	0	0	0	0
1,500,001 - 5,000,000	30	0	0	9	30	7	23	3	10	0	0	0	0	0	0
5,000,001 - 10,000,000	13	0	0	8	62	2	15	2	15	0	0	0	0	0	0
OVER 10,000,000	14	0	0	7	50	1	7	2	14	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - ART DIRECTOR

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	81	0	0	0	0	0	0	28	35
FORM OF BUSINESS									
COMMERCIAL PRINTING	44	0	0	0	0	0	0	16	36
MAGAZINE & PERIODICALS	6	0	0	0	0	0	0	1	17
ADVERTISING MATERIALS	7	0	0	0	0	0	0	2	29
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	2	67
LABELS AND WRAPPERS	3	0	0	0	0	0	0	1	33
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	0	0	0	0	1	20
BOOK PRINTING	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	0	0	0	0	0	0	3	100
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	0	0	0	0	1	13
UNANSWERED	2	0	0	0	0	0	0	1	50
GEOGRAPHIC REGION									
NORTH-EAST	19	0	0	0	0	0	0	8	42
MID-WEST	19	0	0	0	0	0	0	7	37
FAR-WEST	8	0	0	0	0	0	0	2	25
SOUTH-EAST	29	0	0	0	0	0	0	8	28
CANADIAN PROVINCES	6	0	0	0	0	0	0	3	50
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	60	0	0	0	0	0	0	19	32
UNION SHOP	12	0	0	0	0	0	0	4	33
COMBINATION SHOP	5	0	0	0	0	0	0	2	40
UNANSWERED	4	0	0	0	0	0	0	3	75
SALES VOLUME									
UNDER $500,000	10	0	0	0	0	0	0	6	60
500,001 - 1,500,000	14	0	0	0	0	0	0	6	43
1,500,001 - 5,000,000	30	0	0	0	0	0	0	11	37
5,000,001 - 10,000,000	13	0	0	0	0	0	0	1	8
OVER 10,000,000	14	0	0	0	0	0	0	4	29
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - ART DIRECTOR

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	81	0	0	9	11	12	15	15	19	5	6	8	10	7	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	44	0	0	5	11	6	14	10	23	3	7	5	11	0	0
MAGAZINE & PERIODICALS	6	0	0	0	0	3	50	1	17	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	0	0	0	0	1	14	1	14	3	43	0	0
CATALOGS & DIRECTORIES	3	0	0	1	33	1	33	0	0	0	0	0	0	1	33
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0	0	0	0	0	2	67
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	1	20	0	0	2	40	0	0	0	0	1	20
BOOK PRINTING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	0	0	0	0	0	0	0	0	0	0	0	0	2	67
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	0	0	2	25	2	25	1	13	1	13	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
GEOGRAPHIC REGION															
NORTH-EAST	19	0	0	5	26	2	11	2	11	0	0	1	5	1	5
MID-WEST	19	0	0	0	0	4	21	1	5	1	5	2	11	4	21
FAR-WEST	8	0	0	0	0	2	25	2	25	1	13	1	13	0	0
SOUTH-EAST	29	0	0	3	10	4	14	8	28	3	10	3	10	1	3
CANADIAN PROVINCES	6	0	0	1	17	0	0	2	33	0	0	1	17	1	17
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	60	0	0	7	12	11	18	12	20	3	5	7	12	3	5
UNION SHOP	12	0	0	1	8	0	0	3	25	2	17	1	8	2	17
COMBINATION SHOP	5	0	0	0	0	1	20	0	0	0	0	0	0	0	0
UNANSWERED	4	0	0	1	25	0	0	0	0	0	0	0	0	2	50
SALES VOLUME															
UNDER $500,000	10	0	0	4	40	1	10	3	30	0	0	1	10	0	0
500,001 - 1,500,000	14	0	0	3	21	4	29	3	21	1	7	1	7	0	0
1,500,001 - 5,000,000	30	0	0	1	3	4	13	3	10	3	10	3	10	2	7
5,000,001 - 10,000,000	13	0	0	1	8	1	8	4	31	0	0	2	15	1	8
OVER 10,000,000	14	0	0	0	0	2	14	2	14	1	7	1	7	4	29
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - ART DIRECTOR

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	81	9	11	7	9	2	2	7	9
FORM OF BUSINESS									
COMMERCIAL PRINTING	44	7	16	3	7	1	2	4	9
MAGAZINE & PERIODICALS	6	0	0	1	17	0	0	1	17
ADVERTISING MATERIALS	7	1	14	0	0	1	14	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	0	0	0	0	1	33
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	0	0	1	20	0	0	0	0
BOOK PRINTING	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	0	0	0	0	0	0	1	33
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	8	1	13	1	13	0	0	0	0
UNANSWERED	2	0	0	1	50	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	19	3	16	1	5	1	5	3	16
MID-WEST	19	2	11	2	11	1	5	2	11
FAR-WEST	8	1	13	0	0	0	0	1	13
SOUTH-EAST	29	3	10	3	10	0	0	1	3
CANADIAN PROVINCES	6	0	0	1	17	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	60	7	12	5	8	0	0	5	8
UNION SHOP	12	1	8	1	8	1	8	0	0
COMBINATION SHOP	5	1	20	1	20	1	20	1	20
UNANSWERED	4	0	0	0	0	0	0	1	25
SALES VOLUME									
UNDER $500,000	10	0	0	0	0	0	0	1	10
500,001 - 1,500,000	14	0	0	0	0	0	0	2	14
1,500,001 - 5,000,000	30	5	17	5	17	1	3	3	10
5,000,001 - 10,000,000	13	4	31	0	0	0	0	0	0
OVER 10,000,000	14	0	0	2	14	1	7	1	7
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - ART DIRECTOR

	NUMBER OF RESPONDENTS NO.	UP TO 2 YEARS NO.	PCT.	2 TO 4 YEARS NO.	PCT.	5 TO 8 YEARS NO.	PCT.	9 TO 16 YEARS NO.	PCT.	17 TO 32 YEARS NO.	PCT.	OVER 32 YEARS NO.	PCT.	UNANSWERED NO.	PCT.
TOTAL, ALL RESPONDENTS	81	32	40	7	9	13	16	11	14	5	6	1	1	12	15
FORM OF BUSINESS															
COMMERCIAL PRINTING	44	21	48	4	9	7	16	5	11	3	7	1	2	3	7
MAGAZINE & PERIODICALS	6	2	33	1	17	0	0	1	17	1	17	0	0	1	17
ADVERTISING MATERIALS	7	0	0	1	14	2	29	3	43	0	0	0	0	1	14
CATALOGS & DIRECTORIES	3	0	0	0	0	1	33	0	0	0	0	0	0	2	67
LABELS AND WRAPPERS	3	0	0	1	33	1	33	0	0	0	0	0	0	1	33
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	5	3	60	0	0	0	0	1	20	1	20	0	0	0	0
BOOK PRINTING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	3	0	0	0	0	0	0	0	0	0	0	0	0	3	100
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	8	5	63	0	0	2	25	1	13	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
GEOGRAPHIC REGION															
NORTH-EAST	19	8	42	2	11	3	16	2	11	0	0	0	0	4	21
MID-WEST	19	4	21	2	11	1	5	4	21	0	0	1	5	7	37
FAR-WEST	8	1	13	1	13	3	38	1	13	1	13	0	0	1	13
SOUTH-EAST	29	15	52	2	7	6	21	2	7	4	14	0	0	0	0
CANADIAN PROVINCES	6	4	67	0	0	0	0	2	33	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	60	24	40	7	12	11	18	6	10	5	8	0	0	7	12
UNION SHOP	12	6	50	0	0	2	17	3	25	0	0	0	0	1	8
COMBINATION SHOP	5	1	20	0	0	0	0	2	40	0	0	1	20	1	20
UNANSWERED	4	1	25	0	0	0	0	0	0	0	0	0	0	3	75
SALES VOLUME															
UNDER $500,000	10	9	90	0	0	0	0	1	10	0	0	0	0	0	0
500,001 - 1,500,000	14	6	43	2	14	4	29	0	0	0	0	0	0	2	14
1,500,001 - 5,000,000	30	7	23	5	17	6	20	5	17	3	10	0	0	4	13
5,000,001 - 10,000,000	13	5	38	0	0	2	15	4	31	1	8	0	0	1	8
OVER 10,000,000	14	5	36	0	0	1	7	1	7	1	7	1	7	5	36
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Scheduler

PROFILE OF ANNUAL SALARY - SCHEDULER

	NUMBER OF RESPONDENTS NO.	UP TO $7,500 NO.	PCT.	$7,501 TO $8,750 NO.	PCT.	$8,751 TO $10,000 NO.	PCT.	$10,001 TO $12,500 NO.	PCT.	$12,501 TO $15,000 NO.	PCT.	$15,001 TO $17,500 NO.	PCT.	$17,501 TO $20,000 NO.	PCT.
TOTAL, ALL RESPONDENTS	102	0	0	0	0	3	3	3	3	14	14	14	14	16	16
FORM OF BUSINESS															
COMMERCIAL PRINTING	46	0	0	0	0	3	7	3	7	4	9	5	11	8	17
MAGAZINE & PERIODICALS	17	0	0	0	0	0	0	0	0	3	18	4	24	2	12
ADVERTISING MATERIALS	9	0	0	0	0	0	0	0	0	2	22	2	22	0	0
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0	1	33	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	0	0	0	0	0	0	0	0	2	20	1	10	2	20
BOOK PRINTING	9	0	0	0	0	0	0	0	0	1	11	0	0	2	22
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
OTHER	3	0	0	0	0	0	0	0	0	0	0	2	67	1	33
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	18	0	0	0	0	1	6	0	0	4	22	1	6	4	22
MID-WEST	36	0	0	0	0	0	0	1	3	2	6	7	19	3	8
FAR-WEST	11	0	0	0	0	1	9	0	0	4	36	0	0	2	18
SOUTH-EAST	29	0	0	0	0	1	3	1	3	4	14	6	21	6	21
CANADIAN PROVINCES	8	0	0	0	0	0	0	1	13	0	0	0	0	1	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	0	0	0	0	2	4	3	5	10	18	11	20	11	20
UNION SHOP	34	0	0	0	0	1	3	0	0	2	6	3	9	3	9
COMBINATION SHOP	11	0	0	0	0	0	0	0	0	2	18	0	0	2	18
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	0	0	2	100	0	0	0	0
500,001 - 1,500,000	11	0	0	0	0	1	9	2	18	2	18	2	18	3	27
1,500,001 - 5,000,000	23	0	0	0	0	1	4	1	4	4	17	7	30	5	22
5,000,001 - 10,000,000	20	0	0	0	0	1	5	0	0	3	15	2	10	5	25
OVER 10,000,000	46	0	0	0	0	0	0	0	0	3	7	3	7	3	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - SCHEDULER

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	102	25	25	16	16	4	4	5	5	1	1	0	0	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	46	9	20	8	17	1	2	3	7	1	2	0	0	1	2
MAGAZINE & PERIODICALS	17	5	29	3	18	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	9	3	33	1	11	0	0	1	11	0	0	0	0	0	0
CATALOGS & DIRECTORIES	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	1	33	1	33	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	3	30	1	10	1	10	0	0	0	0	0	0	0	0
BOOK PRINTING	9	3	33	1	11	1	11	1	11	0	0	0	0	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	18	5	28	1	6	1	6	1	6	0	0	0	0	0	0
MID-WEST	36	10	28	9	25	2	6	2	6	0	0	0	0	0	0
FAR-WEST	11	0	0	1	9	0	0	2	18	1	9	0	0	0	0
SOUTH-EAST	29	7	24	3	10	1	3	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	8	3	38	2	25	0	0	0	0	0	0	0	0	1	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	9	16	5	9	3	5	2	4	0	0	0	0	0	0
UNION SHOP	34	13	38	9	26	1	3	0	0	1	3	0	0	1	3
COMBINATION SHOP	11	3	27	1	9	0	0	3	27	0	0	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	11	0	0	0	0	0	0	0	0	1	9	0	0	0	0
1,500,001 - 5,000,000	23	3	13	1	4	1	4	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	20	5	25	2	10	1	5	0	0	0	0	0	0	1	5
OVER 10,000,000	46	17	37	13	28	2	4	5	11	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - SCHEDULER

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	102	73	72	13	13	7	7	3	3	1	1	2	2	3	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	46	31	67	9	20	3	7	0	0	1	2	0	0	2	4
MAGAZINE & PERIODICALS	17	10	59	3	18	1	6	2	12	0	0	1	6	0	0
ADVERTISING MATERIALS	9	7	78	1	11	1	11	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	7	70	0	0	1	10	0	0	0	0	1	10	1	10
BOOK PRINTING	9	8	89	0	0	1	11	0	0	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
OTHER	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	18	11	61	3	17	1	6	2	11	0	0	1	6	0	0
MID-WEST	36	31	86	3	8	0	0	0	0	0	0	0	0	2	6
FAR-WEST	11	7	64	2	18	1	9	0	0	0	0	1	9	0	0
SOUTH-EAST	29	18	62	3	10	5	17	1	3	1	3	0	0	1	3
CANADIAN PROVINCES	8	6	75	2	25	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	34	61	11	20	5	9	2	4	1	2	1	2	2	4
UNION SHOP	34	28	82	2	6	2	6	1	3	0	0	1	3	0	0
COMBINATION SHOP	11	10	91	0	0	0	0	0	0	0	0	0	0	1	9
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	2	100	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	11	7	64	2	18	1	9	0	0	1	9	0	0	0	0
1,500,001 - 5,000,000	23	13	57	6	26	3	13	0	0	0	0	1	4	0	0
5,000,001 - 10,000,000	20	15	75	2	10	1	5	1	5	0	0	1	5	0	0
OVER 10,000,000	46	38	83	1	2	2	4	2	4	0	0	0	0	3	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - SCHEDULER

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	102	0	0	0	0	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	46	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	17	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	9	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	0	0	0	0	0	0	0	0
BOOK PRINTING	9	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0
OTHER	3	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	18	0	0	0	0	0	0	0	0
MID-WEST	36	0	0	0	0	0	0	0	0
FAR-WEST	11	0	0	0	0	0	0	0	0
SOUTH-EAST	29	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	8	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	56	0	0	0	0	0	0	0	0
UNION SHOP	34	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	0	0	0	0
500,001 - 1,500,000	11	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	23	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	20	0	0	0	0	0	0	0	0
OVER 10,000,000	46	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - SCHEDULER

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	102	0	0	0	0	3	3	2	2	14	14	14	14	13	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	46	0	0	0	0	3	7	2	4	5	11	4	9	8	17
MAGAZINE & PERIODICALS	17	0	0	0	0	0	0	0	0	3	18	4	24	1	6
ADVERTISING MATERIALS	9	0	0	0	0	0	0	0	0	2	22	2	22	0	0
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0	1	33	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	0	0	0	0	0	0	0	0	1	10	2	20	1	10
BOOK PRINTING	9	0	0	0	0	0	0	0	0	1	11	0	0	2	22
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	3	0	0	0	0	0	0	0	0	0	0	2	67	1	33
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	18	0	0	0	0	1	6	0	0	4	22	1	6	2	11
MID-WEST	36	0	0	0	0	0	0	1	3	2	6	7	19	3	8
FAR-WEST	11	0	0	0	0	1	9	0	0	3	27	1	9	1	9
SOUTH-EAST	29	0	0	0	0	1	3	0	0	5	17	5	17	6	21
CANADIAN PROVINCES	8	0	0	0	0	0	0	1	13	0	0	0	0	1	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	0	0	0	0	2	4	2	4	11	20	10	18	8	14
UNION SHOP	34	0	0	0	0	1	3	0	0	1	3	4	12	3	9
COMBINATION SHOP	11	0	0	0	0	0	0	0	0	2	18	0	0	2	18
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	0	0	2	100	0	0	0	0
500,001 - 1,500,000	11	0	0	0	0	1	9	2	18	2	18	2	18	2	18
1,500,001 - 5,000,000	23	0	0	0	0	1	4	0	0	5	22	7	30	4	17
5,000,001 - 10,000,000	20	0	0	0	0	1	5	0	0	3	15	1	5	4	20
OVER 10,000,000	46	0	0	0	0	0	0	0	0	2	4	4	9	3	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - SCHEDULER

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	102	29	28	16	16	4	4	5	5	1	1	0	0	1	1
FORM OF BUSINESS															
COMMERCIAL PRINTING	46	10	22	8	17	1	2	3	7	1	2	0	0	1	2
MAGAZINE & PERIODICALS	17	6	35	3	18	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	9	3	33	1	11	0	0	1	11	0	0	0	0	0	0
CATALOGS & DIRECTORIES	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	1	33	1	33	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	4	40	1	10	1	10	0	0	0	0	0	0	0	0
BOOK PRINTING	9	3	33	1	11	1	11	1	11	0	0	0	0	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	18	7	39	1	6	1	6	1	6	0	0	0	0	0	0
MID-WEST	36	10	28	9	25	2	6	2	6	0	0	0	0	0	0
FAR-WEST	11	1	9	1	9	0	0	2	18	1	9	0	0	0	0
SOUTH-EAST	29	8	28	3	10	1	3	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	8	3	38	2	25	0	0	0	0	0	0	0	0	1	13
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	13	23	5	9	3	5	2	4	0	0	0	0	0	0
UNION SHOP	34	13	38	9	26	1	3	0	0	1	3	0	0	1	3
COMBINATION SHOP	11	3	27	1	9	0	0	3	27	0	0	0	0	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	11	1	9	0	0	0	0	0	0	1	9	0	0	0	0
1,500,001 - 5,000,000	23	4	17	1	4	1	4	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	20	7	35	2	10	1	5	0	0	0	0	0	0	1	5
OVER 10,000,000	46	17	37	13	28	2	4	5	11	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - SCHEDULER

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	102	0	0	25	25	9	9	3	3	0	0	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	46	0	0	11	24	4	9	0	0	0	0	1	2	0	0
MAGAZINE & PERIODICALS	17	0	0	7	41	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	9	0	0	1	11	2	22	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	1	33	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	0	0	2	20	1	10	1	10	0	0	0	0	0	0
BOOK PRINTING	9	0	0	2	22	1	11	2	22	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	3	0	0	1	33	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	18	0	0	2	11	2	11	2	11	0	0	0	0	0	0
MID-WEST	36	0	0	13	36	1	3	0	0	0	0	0	0	0	0
FAR-WEST	11	0	0	1	9	1	9	0	0	0	0	1	9	0	0
SOUTH-EAST	29	0	0	7	24	3	10	1	3	0	0	0	0	0	0
CANADIAN PROVINCES	8	0	0	2	25	2	25	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	0	0	14	25	7	13	1	2	0	0	0	0	0	0
UNION SHOP	34	0	0	8	24	2	6	0	0	0	0	1	3	0	0
COMBINATION SHOP	11	0	0	3	27	0	0	2	18	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
500,001 - 1,500,000	11	0	0	1	9	2	18	0	0	0	0	1	9	0	0
1,500,001 - 5,000,000	23	0	0	6	26	1	4	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	20	0	0	4	20	4	20	0	0	0	0	0	0	0	0
OVER 10,000,000	46	0	0	14	30	1	2	3	7	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - SCHEDULER

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	102	0	0	0	0	64	63
FORM OF BUSINESS							
COMMERCIAL PRINTING	46	0	0	0	0	30	65
MAGAZINE & PERIODICALS	17	0	0	0	0	10	59
ADVERTISING MATERIALS	9	0	0	0	0	6	67
CATALOGS & DIRECTORIES	2	0	0	0	0	1	50
LABELS AND WRAPPERS	3	0	0	0	0	2	67
FINANCIAL AND LEGAL	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	10	0	0	0	0	6	60
BOOK PRINTING	9	0	0	0	0	4	44
GREETING CARDS	1	0	0	0	0	1	100
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	1	100
OTHER	3	0	0	0	0	2	67
UNANSWERED	1	0	0	0	0	1	100
GEOGRAPHIC REGION							
NORTH-EAST	18	0	0	0	0	12	67
MID-WEST	36	0	0	0	0	22	61
FAR-WEST	11	0	0	0	0	8	73
SOUTH-EAST	29	0	0	0	0	18	62
CANADIAN PROVINCES	8	0	0	0	0	4	50
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	56	0	0	0	0	34	61
UNION SHOP	34	0	0	0	0	23	68
COMBINATION SHOP	11	0	0	0	0	6	55
UNANSWERED	1	0	0	0	0	1	100
SALES VOLUME							
UNDER $500,000	2	0	0	0	0	1	50
500,001 - 1,500,000	11	0	0	0	0	7	64
1,500,001 - 5,000,000	23	0	0	0	0	16	70
5,000,001 - 10,000,000	20	0	0	0	0	12	60
OVER 10,000,000	46	0	0	0	0	28	61
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - SCHEDULER

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	102	0	0	24	24	10	10	4	4	0	0	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	46	0	0	13	28	3	7	0	0	0	0	1	2	0	0
MAGAZINE & PERIODICALS	17	0	0	6	35	1	6	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	9	0	0	1	11	1	11	1	11	0	0	0	0	0	0
CATALOGS & DIRECTORIES	2	0	0	0	0	1	50	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	0	0	1	33	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	0	0	2	20	0	0	2	20	0	0	0	0	0	0
BOOK PRINTING	9	0	0	1	11	3	33	1	11	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	3	0	0	1	33	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	18	0	0	2	11	3	17	1	6	0	0	0	0	0	0
MID-WEST	36	0	0	9	25	2	6	0	0	0	0	1	3	0	0
FAR-WEST	11	0	0	5	45	0	0	1	9	0	0	0	0	0	0
SOUTH-EAST	29	0	0	6	21	3	10	2	7	0	0	0	0	0	0
CANADIAN PROVINCES	8	0	0	2	25	2	25	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	0	0	17	30	5	9	3	5	0	0	0	0	0	0
UNION SHOP	34	0	0	6	18	4	12	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	0	0	1	9	1	9	1	9	0	0	1	9	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
500,001 - 1,500,000	11	0	0	2	18	1	9	1	9	0	0	0	0	0	0
1,500,001 - 5,000,000	23	0	0	7	30	1	4	0	0	0	0	1	4	0	0
5,000,001 - 10,000,000	20	0	0	4	20	4	20	1	5	0	0	0	0	0	0
OVER 10,000,000	46	0	0	10	22	3	7	2	4	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - SCHEDULER

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	102	0	0	0	0	0	0	63	62
FORM OF BUSINESS									
COMMERCIAL PRINTING	46	0	0	0	0	0	0	29	63
MAGAZINE & PERIODICALS	17	0	0	0	0	0	0	10	59
ADVERTISING MATERIALS	9	0	0	0	0	0	0	6	67
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	1	50
LABELS AND WRAPPERS	3	0	0	0	0	0	0	2	67
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	0	0	0	0	0	0	6	60
BOOK PRINTING	9	0	0	0	0	0	0	4	44
GREETING CARDS	1	0	0	0	0	0	0	1	100
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	1	100
OTHER	3	0	0	0	0	0	0	2	67
UNANSWERED	1	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION									
NORTH-EAST	18	0	0	0	0	0	0	12	67
MID-WEST	36	0	0	0	0	0	0	24	67
FAR-WEST	11	0	0	0	0	0	0	5	45
SOUTH-EAST	29	0	0	0	0	0	0	18	62
CANADIAN PROVINCES	8	0	0	0	0	0	0	4	50
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	56	0	0	0	0	0	0	31	55
UNION SHOP	34	0	0	0	0	0	0	24	71
COMBINATION SHOP	11	0	0	0	0	0	0	7	64
UNANSWERED	1	0	0	0	0	0	0	1	100
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	0	0	0	0
500,001 - 1,500,000	11	0	0	0	0	0	0	7	64
1,500,001 - 5,000,000	23	0	0	0	0	0	0	14	61
5,000,001 - 10,000,000	20	0	0	0	0	0	0	11	55
OVER 10,000,000	46	0	0	0	0	0	0	31	67
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - SCHEDULER

	NUMBER OF RESPONDENTS NO.	UNDER 22 NO.	UNDER 22 PCT.	22 TO 25 NO.	22 TO 25 PCT.	26 TO 30 NO.	26 TO 30 PCT.	31 TO 35 NO.	31 TO 35 PCT.	36 TO 40 NO.	36 TO 40 PCT.	41 TO 45 NO.	41 TO 45 PCT.	46 TO 50 NO.	46 TO 50 PCT.
TOTAL, ALL RESPONDENTS	102	4	4	13	13	24	24	7	7	11	11	11	11	6	6
FORM OF BUSINESS															
COMMERCIAL PRINTING	46	2	4	6	13	11	24	3	7	6	13	5	11	3	7
MAGAZINE & PERIODICALS	17	0	0	2	12	5	29	1	6	3	18	2	12	0	0
ADVERTISING MATERIALS	9	0	0	1	11	3	33	1	11	1	11	2	22	0	0
CATALOGS & DIRECTORIES	2	0	0	1	50	0	0	0	0	0	0	1	50	0	0
LABELS AND WRAPPERS	3	0	0	0	0	0	0	0	0	0	0	1	33	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	1	10	1	10	2	20	1	10	0	0	0	0	1	10
BOOK PRINTING	9	0	0	1	11	3	33	1	11	1	11	0	0	2	22
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
OTHER	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	18	0	0	4	22	2	11	4	22	3	17	1	6	1	6
MID-WEST	36	2	6	2	6	10	28	1	3	3	8	5	14	1	3
FAR-WEST	11	1	9	3	27	3	27	0	0	1	9	2	18	0	0
SOUTH-EAST	29	0	0	4	14	7	24	2	7	3	10	2	7	2	7
CANADIAN PROVINCES	8	1	13	0	0	2	25	0	0	1	13	1	13	2	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	3	5	10	18	14	25	5	9	8	14	3	5	2	4
UNION SHOP	34	1	3	2	6	8	24	1	3	2	6	8	24	3	9
COMBINATION SHOP	11	0	0	1	9	2	18	1	9	1	9	0	0	1	9
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
500,001 - 1,500,000	11	2	18	1	9	3	27	2	18	0	0	1	9	1	9
1,500,001 - 5,000,000	23	1	4	2	9	10	43	1	4	3	13	0	0	1	4
5,000,001 - 10,000,000	20	0	0	6	30	4	20	1	5	3	15	3	15	1	5
OVER 10,000,000	46	1	2	3	[illegible]	6	13	3	7	5	11	7	15	3	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - SCHEDULER

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	102	6	6	11	11	5	5	4	4
FORM OF BUSINESS									
COMMERCIAL PRINTING	46	1	2	5	11	2	4	2	4
MAGAZINE & PERIODICALS	17	1	6	2	12	1	6	0	0
ADVERTISING MATERIALS	9	1	11	0	0	0	0	0	0
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	0	0	0	0	1	33	1	33
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	1	10	3	30	0	0	0	0
BOOK PRINTING	9	0	0	0	0	0	0	1	11
GREETING CARDS	1	0	0	1	100	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0
OTHER	3	1	33	0	0	1	33	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	18	1	6	2	11	0	0	0	0
MID-WEST	36	2	6	5	14	2	6	3	8
FAR-WEST	11	1	9	0	0	0	0	0	0
SOUTH-EAST	29	2	7	3	10	3	10	1	3
CANADIAN PROVINCES	8	0	0	1	13	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	56	2	4	4	7	2	4	3	5
UNION SHOP	34	2	6	4	12	3	9	0	0
COMBINATION SHOP	11	2	18	2	18	0	0	1	9
UNANSWERED	1	0	0	1	100	0	0	0	0
SALES VOLUME									
UNDER $500,000	2	0	0	0	0	0	0	0	0
500,001 - 1,500,000	11	0	0	0	0	0	0	1	9
1,500,001 - 5,000,000	23	0	0	2	9	1	4	2	9
5,000,001 - 10,000,000	20	0	0	1	5	0	0	1	5
OVER 10,000,000	46	6	13	8	17	4	9	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - SCHEDULER

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	102	40	39	23	23	10	10	12	12	4	4	0	0	13	13
FORM OF BUSINESS															
COMMERCIAL PRINTING	46	18	39	9	20	4	9	7	15	1	2	0	0	7	15
MAGAZINE & PERIODICALS	17	7	41	4	24	2	12	1	6	1	6	0	0	2	12
ADVERTISING MATERIALS	9	7	78	2	22	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	3	1	33	0	0	0	0	0	0	1	33	0	0	1	33
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	10	1	10	3	30	0	0	4	40	1	10	0	0	1	10
BOOK PRINTING	9	2	22	2	22	4	44	0	0	0	0	0	0	1	11
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	3	1	33	2	67	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION															
NORTH-EAST	18	10	56	2	11	1	6	2	11	1	6	0	0	2	11
MID-WEST	36	10	28	8	22	5	14	7	19	1	3	0	0	5	14
FAR-WEST	11	6	55	3	27	0	0	0	0	0	0	0	0	2	18
SOUTH-EAST	29	10	34	10	34	4	14	3	10	0	0	0	0	2	7
CANADIAN PROVINCES	8	4	50	0	0	0	0	0	0	2	25	0	0	2	25
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	56	28	50	10	18	7	13	3	5	0	0	0	0	8	14
UNION SHOP	34	9	26	10	29	2	6	6	18	4	12	0	0	3	9
COMBINATION SHOP	11	3	27	2	18	1	9	3	27	0	0	0	0	2	18
UNANSWERED	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	11	5	45	2	18	0	0	0	0	0	0	0	0	4	36
1,500,001 - 5,000,000	23	14	61	6	26	1	4	0	0	1	4	0	0	1	4
5,000,001 - 10,000,000	20	8	40	2	10	2	10	1	5	2	10	0	0	5	25
OVER 10,000,000	46	11	24	13	28	7	15	11	24	1	2	0	0	3	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Industrial Engineer

PROFILE OF ANNUAL SALARY - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT
TOTAL, ALL RESPONDENTS	30	0	0	0	0	0	0	0	0	0	0	1	3	5	17
FORM OF BUSINESS															
COMMERCIAL PRINTING	7	0	0	0	0	0	0	0	0	0	0	0	0	2	29
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	0	0	0	0	1	14	1	14
ADVERTISING MATERIALS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
OTHER	4	0	0	0	0	0	0	0	0	0	0	0	0	1	25
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	5	0	0	0	0	0	0	0	0	0	0	0	0	1	20
MID-WEST	13	0	0	0	0	0	0	0	0	0	0	1	8	2	15
FAR-WEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	0	0	0	0	0	0	0	0	0	0	0	0	2	18
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	0	0	0	0	0	0	0	0	0	0	1	6	3	18
UNION SHOP	7	0	0	0	0	0	0	0	0	0	0	0	0	2	29
COMBINATION SHOP	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	0	0	0	0	0	0	0	0	0	0	1	33	2	67
5,000,001 - 10,000,000	3	0	0	0	0	0	0	0	0	0	0	0	0	1	33
OVER 10,000,000	24	0	0	0	0	0	0	0	0	0	0	0	0	2	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	8	27	9	30	4	13	2	7	1	3	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	7	1	14	3	43	1	14	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	4	57	1	14	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	2	50	1	25	1	25	0	0	0	0	0	0
BOOK PRINTING	3	2	67	0	0	1	33	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	2	50	1	25	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	5	0	0	2	40	1	20	1	20	0	0	0	0	0	0
MID-WEST	13	4	31	3	23	1	8	1	8	1	8	0	0	0	0
FAR-WEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	3	27	4	36	2	18	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	6	35	4	24	3	18	0	0	0	0	0	0	0	0
UNION SHOP	7	2	29	1	14	0	0	1	14	1	14	0	0	0	0
COMBINATION SHOP	6	0	0	4	67	1	17	1	17	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	3	0	0	1	33	1	33	0	0	0	0	0	0	0	0
OVER 10,000,000	24	8	33	8	33	3	13	2	8	1	4	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	22	73	2	7	0	0	3	10	1	3	0	0	1	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	7	6	86	0	0	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	2	29	2	29	0	0	3	43	0	0	0	0	0	0
ADVERTISING MATERIALS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	4	100	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
OTHER	4	3	75	0	0	0	0	0	0	0	0	0	0	1	25
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	5	4	80	0	0	0	0	0	0	1	20	0	0	0	0
MID-WEST	13	11	85	2	15	0	0	0	0	0	0	0	0	0	0
FAR-WEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	6	55	0	0	0	0	3	27	0	0	0	0	1	9
CANADIAN PROVINCES	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	9	53	2	12	0	0	3	18	1	6	0	0	1	6
UNION SHOP	7	7	100	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	6	6	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	1	33	2	67	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	3	2	67	0	0	0	0	0	0	1	33	0	0	0	0
OVER 10,000,000	24	19	79	0	0	0	0	3	13	0	0	0	0	1	4
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10-000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	0	0	1	3	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	7	0	0	1	14	0	0	0	0
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	1	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	5	0	0	0	0	0	0	0	0
MID-WEST	13	0	0	0	0	0	0	0	0
FAR-WEST	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	0	0	1	9	0	0	0	0
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	17	0	0	1	6	0	0	0	0
UNION SHOP	7	0	0	0	0	0	0	0	0
COMBINATION SHOP	6	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	3	0	0	0	0	0	0	0	0
OVER 10,000,000	24	0	0	1	4	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	0	0	0	0	0	0	0	0	0	0	1	3	3	10
FORM OF BUSINESS															
COMMERCIAL PRINTING	7	0	0	0	0	0	0	0	0	0	0	0	0	2	29
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	0	0	0	0	1	14	0	0
ADVERTISING MATERIALS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	0	0	0	0	0	0	1	25
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	13	0	0	0	0	0	0	0	0	0	0	1	8	1	8
FAR-WEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	0	0	0	0	0	0	0	0	0	0	0	0	2	18
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	0	0	0	0	0	0	0	0	0	0	1	6	1	6
UNION SHOP	7	0	0	0	0	0	0	0	0	0	0	0	0	2	29
COMBINATION SHOP	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	0	0	0	0	0	0	0	0	0	0	1	33	1	33
5,000,001 - 10,000,000	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	24	0	0	0	0	0	0	0	0	0	0	0	0	2	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	9	30	10	33	3	10	3	10	1	3	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	7	1	14	3	43	0	0	1	14	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	4	57	2	29	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	2	50	1	25	1	25	0	0	0	0	0	0
BOOK PRINTING	3	2	67	0	0	1	33	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	2	50	1	25	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	5	1	20	2	40	1	20	1	20	0	0	0	0	0	0
MID-WEST	13	5	38	3	23	1	8	1	8	1	8	0	0	0	0
FAR-WEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	2	18	5	45	1	9	1	9	0	0	0	0	0	0
CANADIAN PROVINCES	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	7	41	5	29	2	12	1	6	0	0	0	0	0	0
UNION SHOP	7	2	29	1	14	0	0	1	14	1	14	0	0	0	0
COMBINATION SHOP	6	0	0	4	67	1	17	1	17	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	3	1	33	1	33	1	33	0	0	0	0	0	0	0	0
OVER 10,000,000	24	7	29	9	38	2	8	3	13	1	4	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	0	0	5	17	5	17	2	7	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	7	0	0	0	0	2	29	1	14	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	0	0	2	29	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	2	50	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	1	25	1	25	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	5	0	0	1	20	1	20	1	20	0	0	0	0	0	0
MID-WEST	13	0	0	2	15	2	15	0	0	0	0	0	0	0	0
FAR-WEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	0	0	2	18	2	18	1	9	0	0	0	0	0	0
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	0	0	4	24	2	12	1	6	0	0	0	0	0	0
UNION SHOP	7	0	0	1	14	1	14	0	0	0	0	0	0	0	0
COMBINATION SHOP	6	0	0	0	0	2	33	1	17	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	0	0	1	33	1	33	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	3	0	0	1	33	0	0	1	33	0	0	0	0	0	0
OVER 10,000,000	24	0	0	3	13	4	17	1	4	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	0	0	0	0	18	60
FORM OF BUSINESS							
COMMERCIAL PRINTING	7	0	0	0	0	4	57
MAGAZINE & PERIODICALS	7	0	0	0	0	5	71
ADVERTISING MATERIALS	1	0	0	0	0	1	100
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	2	50
BOOK PRINTING	3	0	0	0	0	3	100
GREETING CARDS	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0
OTHER	4	0	0	0	0	2	50
UNANSWERED	1	0	0	0	0	1	100
GEOGRAPHIC REGION							
NORTH-EAST	5	0	0	0	0	2	40
MID-WEST	13	0	0	0	0	9	69
FAR-WEST	0	0	0	0	0	0	0
SOUTH-EAST	11	0	0	0	0	6	55
CANADIAN PROVINCES	1	0	0	0	0	1	100
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	17	0	0	0	0	10	59
UNION SHOP	7	0	0	0	0	5	71
COMBINATION SHOP	6	0	0	0	0	3	50
UNANSWERED	0	0	0	0	0	0	0
SALES VOLUME							
UNDER $500,000	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	0	0	0	0	1	33
5,000,001 - 10,000,000	3	0	0	0	0	1	33
OVER 10,000,000	24	0	0	0	0	16	67
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	0	0	7	23	5	17	2	7	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	7	0	0	0	0	2	29	1	14	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	0	0	4	57	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	2	50	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
OTHER	4	0	0	1	25	1	25	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	5	0	0	2	40	1	20	0	0	0	0	0	0	0	0
MID-WEST	13	0	0	2	15	2	15	1	8	0	0	0	0	0	0
FAR-WEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	0	0	2	18	2	18	1	9	0	0	0	0	0	0
CANADIAN PROVINCES	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	0	0	6	35	2	12	1	6	0	0	0	0	0	0
UNION SHOP	7	0	0	0	0	1	14	1	14	0	0	0	0	0	0
COMBINATION SHOP	6	0	0	1	17	2	33	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	0	0	2	67	1	33	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	3	0	0	2	67	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	24	0	0	3	13	4	17	2	8	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	0	0	0	0	0	0	16	53
FORM OF BUSINESS									
COMMERCIAL PRINTING	7	0	0	0	0	0	0	4	57
MAGAZINE & PERIODICALS	7	0	0	0	0	0	0	3	43
ADVERTISING MATERIALS	1	0	0	0	0	0	0	1	100
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	0	0	2	50
BOOK PRINTING	3	0	0	0	0	0	0	3	100
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0
OTHER	4	0	0	0	0	0	0	2	50
UNANSWERED	1	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION									
NORTH-EAST	5	0	0	0	0	0	0	2	40
MID-WEST	13	0	0	0	0	0	0	8	62
FAR-WEST	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	0	0	0	0	0	0	6	55
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	17	0	0	0	0	0	0	8	47
UNION SHOP	7	0	0	0	0	0	0	5	71
COMBINATION SHOP	6	0	0	0	0	0	0	3	50
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	3	0	0	0	0	0	0	1	33
OVER 10,000,000	24	0	0	0	0	0	0	15	63
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	0	0	4	13	7	23	4	13	3	10	2	7	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	7	0	0	2	29	0	0	2	29	1	14	0	0	0	0
MAGAZINE & PERIODICALS	7	0	0	1	14	2	29	1	14	0	0	1	14	0	0
ADVERTISING MATERIALS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	0	0	0	0	1	25	0	0	1	25	0	0	0	0
BOOK PRINTING	3	0	0	1	33	2	67	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
OTHER	4	0	0	0	0	1	25	1	25	0	0	1	25	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	5	0	0	0	0	1	20	0	0	2	40	0	0	0	0
MID-WEST	13	0	0	2	15	4	31	3	23	1	8	0	0	[illegible]	0
FAR-WEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	0	0	2	18	2	18	1	9	0	0	2	18	0	0
CANADIAN PROVINCES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	0	0	2	12	5	29	2	12	1	6	2	12	0	0
UNION SHOP	7	0	0	2	29	1	14	0	0	1	14	0	0	0	0
COMBINATION SHOP	6	0	0	0	0	1	17	2	33	1	17	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	0	0	0	0	1	33	1	33	0	0	0	0	0	0
5,000,001 - 10,000,000	3	0	0	0	0	1	33	0	0	1	33	0	0	0	0
OVER 10,000,000	24	0	0	4	17	5	21	3	13	2	8	2	8	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	4	13	2	7	2	7	2	7
FORM OF BUSINESS									
COMMERCIAL PRINTING	7	2	29	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	0	0	2	29	0	0	0	0
ADVERTISING MATERIALS	1	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	1	100	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	1	25	0	0	1	25	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	0	0	0	0
OTHER	4	1	25	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION									
NORTH-EAST	5	0	0	0	0	1	20	1	20
MID-WEST	13	1	8	0	0	1	8	1	8
FAR-WEST	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	3	27	1	9	0	0	0	0
CANADIAN PROVINCES	1	0	0	1	100	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	17	3	18	2	12	0	0	0	0
UNION SHOP	7	1	14	0	0	1	14	1	14
COMBINATION SHOP	6	0	0	0	0	1	17	1	17
UNANSWERED	0	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	1	33	0	0	0	0	0	0
5,000,001 - 10,000,000	3	0	0	0	0	0	0	1	33
OVER 10,000,000	24	3	13	2	8	2	8	1	4
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - INDUSTRIAL ENGR.

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	30	14	47	3	10	6	20	3	10	1	3	0	0	3	10
FORM OF BUSINESS															
COMMERCIAL PRINTING	7	4	57	0	0	2	29	1	14	0	0	0	0	0	0
MAGAZINE & PERIODICALS	7	1	14	3	43	2	29	1	14	0	0	0	0	0	0
ADVERTISING MATERIALS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	4	3	75	0	0	0	0	1	25	0	0	0	0	0	0
BOOK PRINTING	3	1	33	0	0	1	33	0	0	0	0	0	0	1	33
GREETING CARDS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
OTHER	4	3	75	0	0	0	0	0	0	1	25	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION															
NORTH-EAST	5	3	60	0	0	1	20	0	0	0	0	0	0	1	20
MID-WEST	13	5	38	2	15	2	15	2	15	0	0	0	0	2	15
FAR-WEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	11	6	55	1	9	2	18	1	9	1	9	0	0	0	0
CANADIAN PROVINCES	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	17	6	35	3	18	5	29	1	6	1	6	0	0	1	6
UNION SHOP	7	4	57	0	0	0	0	2	29	0	0	0	0	1	14
COMBINATION SHOP	6	4	67	0	0	1	17	0	0	0	0	0	0	1	17
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	3	0	0	2	67	0	0	0	0	1	33	0	0	0	0
5,000,001 - 10,000,000	3	0	0	0	0	2	67	0	0	0	0	0	0	1	33
OVER 10,000,000	24	14	58	1	4	4	17	3	13	0	0	0	0	2	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Shipping Clerk

PROFILE OF ANNUAL SALARY - SHIPPING CLERK

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	143	4	3	2	1	11	8	28	20	36	25	22	15	21	15
FORM OF BUSINESS															
COMMERCIAL PRINTING	57	4	7	1	2	7	12	9	16	15	26	6	11	11	19
MAGAZINE & PERIODICALS	12	0	0	0	0	0	0	4	33	2	17	1	8	2	17
ADVERTISING MATERIALS	24	0	0	0	0	1	4	7	29	5	21	5	21	3	13
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0	2	50	0	0	2	50
LABELS AND WRAPPERS	5	0	0	0	0	1	20	0	0	1	20	3	60	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	1	25	0	0	2	50	0	0	1	25
NEWSPAPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	0	0	0	0	1	7	4	27	5	33	1	7
BOOK PRINTING	3	0	0	0	0	1	33	0	0	1	33	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	0	0	1	7	0	0	6	40	3	20	2	13	1	7
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	30	2	7	0	0	3	10	7	23	9	30	2	7	4	13
MID-WEST	47	1	2	1	2	5	11	8	17	14	30	4	9	6	13
FAR-WEST	26	0	0	0	0	0	0	4	15	6	23	9	35	4	15
SOUTH-EAST	34	1	3	1	3	3	9	9	26	6	18	6	18	4	12
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0	1	17	1	17	3	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	87	4	5	1	1	9	10	20	23	24	28	10	11	9	10
UNION SHOP	35	0	0	1	3	2	6	3	9	7	20	9	26	8	23
COMBINATION SHOP	20	0	0	0	0	0	0	5	25	4	20	3	15	4	20
UNANSWERED	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	2	22	0	0	3	33	3	33	1	11	0	0	0	0
500,001 - 1,500,000	20	1	5	0	0	2	10	9	45	4	20	4	20	0	0
1,500,001 - 5,000,000	57	0	0	2	4	4	7	11	19	16	28	8	14	9	16
5,000,001 - 10,000,000	30	1	3	0	0	1	3	4	13	8	27	4	13	8	27
OVER 10,000,000	27	0	0	0	0	1	4	1	4	7	26	6	22	4	15
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - SHIPPING CLERK

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	143	17	12	2	1	0	0	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	57	3	5	1	2	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	12	3	25	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	24	3	13	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	4	27	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	1	7	1	7	0	0	0	0	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	30	3	10	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	47	7	15	1	2	0	0	0	0	0	0	0	0	0	0
FAR-WEST	26	3	12	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	34	3	9	1	3	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	6	1	17	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	87	8	9	2	2	0	0	0	0	0	0	0	0	0	0
UNION SHOP	35	5	14	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	20	4	20	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	57	7	12	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	30	3	10	1	3	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	27	7	26	1	4	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - SHIPPING CLERK

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	143	110	77	18	13	8	6	1	1	3	2	2	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	57	42	74	12	21	1	2	0	0	2	4	0	0	0	0
MAGAZINE & PERIODICALS	12	7	58	1	8	3	25	0	0	1	8	0	0	0	0
ADVERTISING MATERIALS	24	21	88	2	8	1	4	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	4	4	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	5	4	80	1	20	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	2	50	0	0	1	25	0	0	0	0	1	25	0	0
NEWSPAPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	11	73	1	7	2	13	1	7	0	0	0	0	0	0
BOOK PRINTING	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	12	80	1	7	0	0	0	0	0	0	1	7	0	0
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	30	24	80	3	10	1	3	1	3	0	0	0	0	0	0
MID-WEST	47	42	89	5	11	0	0	0	0	0	0	0	0	0	0
FAR-WEST	26	20	77	1	4	4	15	0	0	1	4	0	0	0	0
SOUTH-EAST	34	18	53	9	26	3	9	0	0	2	6	2	6	0	0
CANADIAN PROVINCES	6	6	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	87	61	70	17	20	5	6	1	1	1	1	2	2	0	0
UNION SHOP	35	31	89	0	0	2	6	0	0	1	3	0	0	0	0
COMBINATION SHOP	20	17	85	1	5	1	5	0	0	1	5	0	0	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	7	78	2	22	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	20	13	65	6	30	1	5	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	57	44	77	8	14	1	2	1	2	2	4	0	0	0	0
5,000,001 - 10,000,000	30	23	77	2	7	3	10	0	0	1	3	1	3	0	0
OVER 10,000,000	27	23	85	0	0	3	11	0	0	0	0	1	4	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - SHIPPING CLERK

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	143	0	0	1	1	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	57	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	12	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	24	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	5	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	15	0	0	1	7	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	30	0	0	1	3	0	0	0	0
MID-WEST	47	0	0	0	0	0	0	0	0
FAR-WEST	26	0	0	0	0	0	0	0	0
SOUTH-EAST	34	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	87	0	0	0	0	0	0	0	0
UNION SHOP	35	0	0	1	3	0	0	0	0
COMBINATION SHOP	20	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	9	0	0	0	0	0	0	0	0
500,001 - 1,500,000	20	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	57	0	0	1	2	0	0	0	0
5,000,001 - 10,000,000	30	0	0	0	0	0	0	0	0
OVER 10,000,000	27	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - SHIPPING CLERK

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	143	3	2	3	2	8	6	29	20	34	24	23	16	21	15
FORM OF BUSINESS															
COMMERCIAL PRINTING	57	3	5	2	4	5	9	11	19	13	23	8	14	9	16
MAGAZINE & PERIODICALS	12	0	0	0	0	0	0	3	25	3	25	0	0	3	25
ADVERTISING MATERIALS	24	0	0	0	0	1	4	7	29	5	21	5	21	3	13
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0	2	50	0	0	2	50
LABELS AND WRAPPERS	5	0	0	0	0	1	20	0	0	1	20	3	60	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	0	0	1	25	1	25	1	25	1	25
NEWSPAPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	0	0	0	0	1	7	4	27	4	27	2	13
BOOK PRINTING	3	0	0	0	0	1	33	0	0	1	33	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	0	0	1	7	0	0	5	33	3	20	2	13	1	7
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	30	1	3	1	3	3	10	7	23	8	27	2	7	4	13
MID-WEST	47	1	2	1	2	4	9	8	17	14	30	5	11	6	13
FAR-WEST	26	0	0	0	0	0	0	4	15	5	19	9	35	4	15
SOUTH-EAST	34	1	3	1	3	1	3	10	29	6	18	6	18	4	12
CANADIAN PROVINCES	6	0	0	0	0	0	0	0	0	1	17	1	17	3	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	87	3	3	2	2	6	7	21	24	23	26	13	15	8	9
UNION SHOP	35	0	0	1	3	2	6	3	9	6	17	8	23	8	23
COMBINATION SHOP	20	0	0	0	0	0	0	5	25	4	20	2	10	5	25
UNANSWERED	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	2	22	0	0	2	22	4	44	1	11	0	0	0	0
500,001 - 1,500,000	20	1	5	0	0	2	10	8	40	3	15	6	30	0	0
1,500,001 - 5,000,000	57	0	0	2	4	3	5	11	19	16	28	8	14	7	12
5,000,001 - 10,000,000	30	0	0	1	3	0	0	5	17	7	23	4	13	9	30
OVER 10,000,000	27	0	0	0	0	1	4	1	4	7	26	5	19	5	19
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - SHIPPING CLERK

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	143	20	14	2	1	0	0	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	57	5	9	1	2	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	12	3	25	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	24	3	13	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	4	27	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	2	13	1	7	0	0	0	0	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	30	4	13	0	0	0	0	0	0	0	0	0	0	0	0
MID-WEST	47	7	15	1	2	0	0	0	0	0	0	0	0	0	0
FAR-WEST	26	4	15	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	34	4	12	1	3	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	6	1	17	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	87	9	10	2	2	0	0	0	0	0	0	0	0	0	0
UNION SHOP	35	7	20	0	0	0	0	0	0	0	0	0	0	0	0
COMBINATION SHOP	20	4	20	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	57	10	18	0	0	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	30	3	10	1	3	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	27	7	26	1	4	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - SHIPPING CLERK

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	143	0	0	40	28	18	13	9	6	3	2	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	57	0	0	19	33	6	11	2	4	0	0	0	0	0	0
MAGAZINE & PERIODICALS	12	0	0	3	25	0	0	3	25	0	0	0	0	0	0
ADVERTISING MATERIALS	24	0	0	8	33	4	17	1	4	0	0	0	0	0	0
CATALOGS & DIRECTORIES	4	0	0	1	25	1	25	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	5	0	0	0	0	2	40	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	1	25	0	0	0	0	1	25	0	0	0	0
NEWSPAPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	4	27	3	20	2	13	0	0	0	0	0	0
BOOK PRINTING	3	0	0	1	33	0	0	0	0	1	33	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	0	0	2	13	2	13	0	0	1	7	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	30	0	0	9	30	5	17	0	0	0	0	0	0	0	0
MID-WEST	47	0	0	14	30	1	2	1	2	1	2	0	0	0	0
FAR-WEST	26	0	0	7	27	6	23	3	12	2	8	0	0	0	0
SOUTH-EAST	34	0	0	9	26	5	15	4	12	0	0	0	0	0	0
CANADIAN PROVINCES	6	0	0	1	17	1	17	1	17	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	87	0	0	23	26	9	10	5	6	3	3	0	0	0	0
UNION SHOP	35	0	0	9	26	6	17	2	6	0	0	0	0	0	0
COMBINATION SHOP	20	0	0	8	40	3	15	2	10	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	0	0	2	22	0	0	1	11	0	0	0	0	0	0
500,001 - 1,500,000	20	0	0	5	25	0	0	1	5	0	0	0	0	0	0
1,500,001 - 5,000,000	57	0	0	22	39	8	14	0	0	1	2	0	0	0	0
5,000,001 - 10,000,000	30	0	0	7	23	6	20	3	10	2	7	0	0	0	0
OVER 10,000,000	27	0	0	4	15	4	15	4	15	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - SHIPPING CLERK

	NUMBER OF RESPONDENTS NO.	28 TO 35 NO.	PCT.	OVER 35 NO.	PCT.	UNANSWERED NO.	PCT.
TOTAL, ALL RESPONDENTS	143	1	1	0	0	72	50
FORM OF BUSINESS							
COMMERCIAL PRINTING	57	0	0	0	0	30	53
MAGAZINE & PERIODICALS	12	0	0	0	0	6	50
ADVERTISING MATERIALS	24	0	0	0	0	11	46
CATALOGS & DIRECTORIES	4	0	0	0	0	2	50
LABELS AND WRAPPERS	5	0	0	0	0	3	60
FINANCIAL AND LEGAL	4	0	0	0	0	2	50
NEWSPAPERS	1	0	0	0	0	0	0
BUSINESSS FORMS	15	1	7	0	0	5	33
BOOK PRINTING	3	0	0	0	0	1	33
GREETING CARDS	1	0	0	0	0	1	100
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	15	0	0	0	0	10	67
UNANSWERED	2	0	0	0	0	1	50
GEOGRAPHIC REGION							
NORTH-EAST	30	0	0	0	0	16	53
MID-WEST	47	1	2	0	0	29	62
FAR-WEST	26	0	0	0	0	8	31
SOUTH-EAST	34	0	0	0	0	16	47
CANADIAN PROVINCES	6	0	0	0	0	3	50
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	87	0	0	0	0	47	54
UNION SHOP	35	1	3	0	0	17	49
COMBINATION SHOP	20	0	0	0	0	7	35
UNANSWERED	1	0	0	0	0	1	100
SALES VOLUME							
UNDER $500,000	9	0	0	0	0	6	67
500,001 - 1,500,000	20	0	0	0	0	14	70
1,500,001 - 5,000,000	57	0	0	0	0	26	46
5,000,001 - 10,000,000	30	0	0	0	0	12	40
OVER 10,000,000	27	1	4	0	0	14	52
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - SHIPPING CLERK

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	143	0	0	38	27	22	15	9	6	1	1	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	57	0	0	17	30	10	18	1	2	0	0	0	0	0	0
MAGAZINE & PERIODICALS	12	0	0	3	25	1	8	4	33	0	0	0	0	0	0
ADVERTISING MATERIALS	24	0	0	6	25	4	17	1	4	0	0	0	0	0	0
CATALOGS & DIRECTORIES	4	0	0	1	25	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	5	0	0	1	20	1	20	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	1	25	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	0	0	5	33	3	20	1	7	0	0	1	7	0	0
BOOK PRINTING	3	0	0	1	33	0	0	1	33	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	0	0	3	20	3	20	0	0	1	7	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	30	0	0	9	30	7	23	1	3	0	0	0	0	0	0
MID-WEST	47	0	0	13	28	3	6	1	2	0	0	1	2	0	0
FAR-WEST	26	0	0	7	27	7	27	2	8	0	0	0	0	0	0
SOUTH-EAST	34	0	0	7	21	5	15	4	12	1	3	0	0	0	0
CANADIAN PROVINCES	6	0	0	2	33	0	0	1	17	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	87	0	0	24	28	11	13	5	6	1	1	0	0	0	0
UNION SHOP	35	0	0	9	26	7	20	4	11	0	0	1	3	0	0
COMBINATION SHOP	20	0	0	5	25	4	20	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	0	0	3	33	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	20	0	0	4	20	0	0	1	5	0	0	0	0	0	0
1,500,001 - 5,000,000	57	0	0	18	32	12	21	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	30	0	0	10	33	6	20	4	13	0	0	0	0	0	0
OVER 10,000,000	27	0	0	3	11	4	15	4	15	1	4	1	4	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - SHIPPING CLERK

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
PONDENTS	143	0	0	0	0	0	0	72	50
ESS									
COMMERCIAL PRINTING	57	0	0	0	0	0	0	29	51
MAGAZINE & PERIODICALS	12	0	0	0	0	0	0	4	33
ADVERTISING MATERIALS	24	0	0	0	0	0	0	13	54
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	3	75
LABELS AND WRAPPERS	5	0	0	0	0	0	0	3	60
FINANCIAL AND LEGAL	4	0	0	0	0	0	0	3	75
NEWSPAPERS	1	0	0	0	0	0	0	1	100
BUSINESSS FORMS	15	0	0	0	0	0	0	5	33
BOOK PRINTING	3	0	0	0	0	0	0	1	33
GREETING CARDS	1	0	0	0	0	0	0	1	100
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	15	0	0	0	0	0	0	8	53
UNANSWERED	2	0	0	0	0	0	0	1	50
GEOGRAPHIC REGION									
NORTH-EAST	30	0	0	0	0	0	0	13	43
MID-WEST	47	0	0	0	0	0	0	29	62
FAR-WEST	26	0	0	0	0	0	0	10	38
SOUTH-EAST	34	0	0	0	0	0	0	17	50
CANADIAN PROVINCES	6	0	0	0	0	0	0	3	50
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	87	0	0	0	0	0	0	46	53
UNION SHOP	35	0	0	0	0	0	0	14	40
COMBINATION SHOP	20	0	0	0	0	0	0	11	55
UNANSWERED	1	0	0	0	0	0	0	1	100
SALES VOLUME									
UNDER $500,000	9	0	0	0	0	0	0	6	67
500,001 - 1,500,000	20	0	0	0	0	0	0	15	75
1,500,001 - 5,000,000	57	0	0	0	0	0	0	27	47
5,000,001 - 10,000,000	30	0	0	0	0	0	0	10	33
OVER 10,000,000	27	0	0	0	0	0	0	14	52
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - SHIPPING CLERK

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	143	6	4	15	10	20	14	22	15	6	4	16	11	11	8
FORM OF BUSINESS															
COMMERCIAL PRINTING	57	2	4	6	11	6	11	9	16	3	5	8	14	4	7
MAGAZINE & PERIODICALS	12	1	8	1	8	2	17	3	25	0	0	0	0	2	17
ADVERTISING MATERIALS	24	0	0	0	0	3	13	3	13	0	0	3	13	2	8
CATALOGS & DIRECTORIES	4	0	0	1	25	0	0	1	25	0	0	1	25	1	25
LABELS AND WRAPPERS	5	1	20	1	20	1	20	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	4	0	0	2	50	0	0	0	0	0	0	1	25	0	0
NEWSPAPERS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	2	13	2	13	1	7	2	13	1	7	0	0	2	13
BOOK PRINTING	3	0	0	0	0	2	67	0	0	0	0	1	33	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	0	0	2	13	4	27	4	27	2	13	2	13	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	30	1	3	5	17	2	7	2	7	1	3	1	3	5	17
MID-WEST	47	2	4	2	4	6	13	8	17	1	2	6	13	3	6
FAR-WEST	26	1	4	3	12	6	23	3	12	2	8	3	12	2	8
SOUTH-EAST	34	2	6	3	9	5	15	9	26	2	6	5	15	1	3
CANADIAN PROVINCES	6	0	0	2	33	1	17	0	0	0	0	1	17	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	87	4	5	11	13	12	14	12	14	2	2	12	14	9	10
UNION SHOP	35	1	3	3	9	6	17	3	9	3	9	2	6	2	6
COMBINATION SHOP	20	1	5	1	5	2	10	7	35	1	5	2	10	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	9	1	11	1	11	0	0	3	33	1	11	1	11	1	11
500,001 - 1,500,000	20	0	0	3	15	4	20	2	10	1	5	2	10	1	5
1,500,001 - 5,000,000	57	5	9	5	9	10	18	9	16	2	4	5	9	3	5
5,000,001 - 10,000,000	30	0	0	5	17	4	13	1	3	0	0	5	17	4	13
OVER 10,000,000	27	0	0	1	4	2	7	7	26	2	7	3	11	2	7
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - SHIPPING CLERK

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	143	13	9	8	6	5	3	21	15
FORM OF BUSINESS									
COMMERCIAL PRINTING	57	7	12	3	5	1	2	8	14
MAGAZINE & PERIODICALS	12	1	8	1	8	0	0	1	8
ADVERTISING MATERIALS	24	3	13	1	4	2	8	7	29
CATALOGS & DIRECTORIES	4	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	5	0	0	1	20	0	0	1	20
FINANCIAL AND LEGAL	4	0	0	0	0	0	0	1	25
NEWSPAPERS	1	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	2	13	2	13	0	0	1	7
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	1	100
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	15	0	0	0	0	1	7	0	0
UNANSWERED	2	0	0	0	0	1	50	1	50
GEOGRAPHIC REGION									
NORTH-EAST	30	3	10	2	7	2	7	6	20
MID-WEST	47	6	13	2	4	2	4	9	19
FAR-WEST	26	1	4	3	12	0	0	2	8
SOUTH-EAST	34	3	9	1	3	0	0	3	9
CANADIAN PROVINCES	6	0	0	0	0	1	17	1	17
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	87	9	10	5	6	0	0	11	13
UNION SHOP	35	4	11	2	6	4	11	5	14
COMBINATION SHOP	20	0	0	1	5	1	5	4	20
UNANSWERED	1	0	0	0	0	0	0	1	100
SALES VOLUME									
UNDER $500,000	9	0	0	0	0	0	0	1	11
500,001 - 1,500,000	20	3	15	1	5	1	5	2	10
1,500,001 - 5,000,000	57	3	5	2	4	3	5	10	18
5,000,001 - 10,000,000	30	4	13	2	7	1	3	4	13
OVER 10,000,000	27	3	11	3	11	0	0	4	15
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - SHIPPING CLERK

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	143	43	30	27	19	17	12	24	17	7	5	1	1	24	17
FORM OF BUSINESS															
COMMERCIAL PRINTING	57	16	28	7	12	7	12	12	21	5	9	1	2	9	16
MAGAZINE & PERIODICALS	12	3	25	5	42	1	8	2	17	0	0	0	0	1	8
ADVERTISING MATERIALS	24	10	42	2	8	1	4	4	17	1	4	0	0	6	25
CATALOGS & DIRECTORIES	4	2	50	0	0	1	25	1	25	0	0	0	0	0	0
LABELS AND WRAPPERS	5	1	20	1	20	0	0	0	0	1	20	0	0	2	40
FINANCIAL AND LEGAL	4	1	25	0	0	0	0	1	25	0	0	0	0	2	50
NEWSPAPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	15	4	27	3	20	5	33	2	13	0	0	0	0	1	7
BOOK PRINTING	3	0	0	2	67	1	33	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	15	6	40	5	33	1	7	2	13	0	0	0	0	1	7
UNANSWERED	2	0	0	1	50	0	0	0	0	0	0	0	0	1	50
GEOGRAPHIC REGION															
NORTH-EAST	30	7	23	6	20	1	3	7	23	2	7	1	3	6	20
MID-WEST	47	12	26	7	15	4	9	9	19	4	9	0	0	11	23
FAR-WEST	26	12	46	1	4	4	15	6	23	0	0	0	0	3	12
SOUTH-EAST	34	11	32	11	32	5	15	2	6	1	3	0	0	4	12
CANADIAN PROVINCES	6	1	17	2	33	3	50	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	87	29	33	19	22	7	8	12	14	3	3	0	0	17	20
UNION SHOP	35	8	23	3	9	8	23	9	26	4	11	1	3	2	6
COMBINATION SHOP	20	6	30	5	25	2	10	3	15	0	0	0	0	4	20
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
SALES VOLUME															
UNDER $500,000	9	1	11	2	22	1	11	1	11	0	0	0	0	4	44
500,001 - 1,500,000	20	11	55	0	0	2	10	3	15	1	5	0	0	3	15
1,500,001 - 5,000,000	57	18	32	14	25	4	7	7	12	4	7	1	2	9	16
5,000,001 - 10,000,000	30	6	20	7	23	7	23	5	17	1	3	0	0	4	13
OVER 10,000,000	27	7	26	4	15	3	11	8	30	1	4	0	0	4	15
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Traffic Manager

PROFILE OF ANNUAL SALARY - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	1	2	0	0	0	0	2	3	2	3	8	13	15	25
FORM OF BUSINESS															
COMMERCIAL PRINTING	21	1	5	0	0	0	0	2	10	1	5	2	10	8	38
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0	0	0	0	0	0	0	2	50
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0	0	0	0	0	1	14
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0	1	33	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	1	50	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0	0	0	1	14	2	29
BOOK PRINTING	8	0	0	0	0	0	0	0	0	0	0	2	25	1	13
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	5	0	0	0	0	0	0	0	0	0	0	2	40	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	13	1	8	0	0	0	0	0	0	2	15	3	23	2	15
MID-WEST	26	0	0	0	0	0	0	0	0	0	0	0	0	5	19
FAR-WEST	3	0	0	0	0	0	0	0	0	0	0	1	33	1	33
SOUTH-EAST	15	0	0	0	0	0	0	2	13	0	0	4	27	5	33
CANADIAN PROVINCES	3	0	0	0	0	0	0	0	0	0	0	0	0	2	67
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	31	1	3	0	0	0	0	2	6	1	3	4	13	11	35
UNION SHOP	16	0	0	0	0	0	0	0	0	1	6	2	13	2	13
COMBINATION SHOP	11	0	0	0	0	0	0	0	0	0	0	1	9	2	18
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
1,500,001 - 5,000,000	13	0	0	0	0	0	0	0	0	1	8	3	23	5	38
5,000,001 - 10,000,000	21	1	5	0	0	0	0	1	5	0	0	4	19	10	48
OVER 10,000,000	25	0	0	0	0	0	0	0	0	1	4	1	4	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	15	25	12	20	5	8	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	21	2	10	5	24	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	4	2	50	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	3	43	3	43	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	2	67	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	1	14	2	29	1	14	0	0	0	0	0	0	0	0
BOOK PRINTING	8	4	50	1	13	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	5	3	60	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	13	2	15	3	23	0	0	0	0	0	0	0	0	0	0
MID-WEST	26	8	31	9	35	4	15	0	0	0	0	0	0	0	0
FAR-WEST	3	0	0	0	0	1	33	0	0	0	0	0	0	0	0
SOUTH-EAST	15	4	27	0	0	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	31	8	26	4	13	0	0	0	0	0	0	0	0	0	0
UNION SHOP	16	4	25	4	25	3	19	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	2	18	4	36	2	18	0	0	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	13	3	23	1	8	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	21	2	10	3	14	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	25	10	40	8	32	5	20	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	43	72	6	10	4	7	1	2	0	0	5	8	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	21	13	62	4	19	3	14	0	0	0	0	1	5	0	0
MAGAZINE & PERIODICALS	4	3	75	1	25	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	6	86	0	0	0	0	0	0	0	0	1	14	0	0
CATALOGS & DIRECTORIES	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	6	86	0	0	0	0	0	0	0	0	1	14	0	0
BOOK PRINTING	8	6	75	0	0	1	13	0	0	0	0	1	13	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	5	2	40	1	20	0	0	1	20	0	0	1	20	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	13	11	85	1	8	0	0	0	0	0	0	1	8	0	0
MID-WEST	26	19	73	1	4	2	8	0	0	0	0	4	15	0	0
FAR-WEST	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	15	7	47	4	27	2	13	1	7	0	0	0	0	0	0
CANADIAN PROVINCES	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	31	18	58	5	16	2	6	1	3	0	0	4	13	0	0
UNION SHOP	16	13	81	1	6	2	13	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	11	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	1	50	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	13	8	62	4	31	0	0	1	8	0	0	0	0	0	0
5,000,001 - 10,000,000	21	15	71	1	5	3	14	0	0	0	0	1	5	0	0
OVER 10,000,000	25	20	80	0	0	1	4	0	0	0	0	4	16	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	1	2	0	0	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	21	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	1	50	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0
BOOK PRINTING	8	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	5	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	13	0	0	0	0	0	0	0	0
MID-WEST	26	0	0	0	0	0	0	0	0
FAR-WEST	3	0	0	0	0	0	0	0	0
SOUTH-EAST	15	1	7	0	0	0	0	0	0
CANADIAN PROVINCES	3	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	31	1	3	0	0	0	0	0	0
UNION SHOP	16	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	13	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	21	1	5	0	0	0	0	0	0
OVER 10,000,000	25	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	0	0	1	2	0	0	2	3	2	3	5	8	15	25
FORM OF BUSINESS															
COMMERCIAL PRINTING	21	0	0	1	5	0	0	2	10	1	5	2	10	7	33
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0	0	0	0	0	0	0	1	25
ADVERTISING MATERIALS	7	0	0	0	0	0	0	0	0	0	0	0	0	1	14
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	0	0	1	33	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0	0	0	1	14	2	29
BOOK PRINTING	8	0	0	0	0	0	0	0	0	0	0	2	25	1	13
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	5	0	0	0	0	0	0	0	0	0	0	0	0	2	40
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	13	0	0	1	8	0	0	0	0	2	15	2	15	3	23
MID-WEST	26	0	0	0	0	0	0	0	0	0	0	0	0	5	19
FAR-WEST	3	0	0	0	0	0	0	0	0	0	0	1	33	1	33
SOUTH-EAST	15	0	0	0	0	0	0	2	13	0	0	2	13	4	27
CANADIAN PROVINCES	3	0	0	0	0	0	0	0	0	0	0	0	0	2	67
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	31	0	0	1	3	0	0	2	6	1	3	2	6	10	32
UNION SHOP	16	0	0	0	0	0	0	0	0	1	6	2	13	2	13
COMBINATION SHOP	11	0	0	0	0	0	0	0	0	0	0	1	9	2	18
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
1,500,001 - 5,000,000	13	0	0	0	0	0	0	0	0	1	8	2	15	5	38
5,000,001 - 10,000,000	21	0	0	1	5	0	0	1	5	0	0	2	10	10	48
OVER 10,000,000	25	0	0	0	0	0	0	0	0	1	4	1	4	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	17	28	12	20	6	10	0	0	0	0	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	21	3	14	5	24	0	0	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	4	3	75	0	0	0	0	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	3	43	3	43	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	3	2	67	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	1	14	1	14	2	29	0	0	0	0	0	0	0	0
BOOK PRINTING	8	3	38	2	25	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	5	3	60	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	13	2	15	3	23	0	0	0	0	0	0	0	0	0	0
MID-WEST	26	7	27	9	35	5	19	0	0	0	0	0	0	0	0
FAR-WEST	3	0	0	0	0	1	33	0	0	0	0	0	0	0	0
SOUTH-EAST	15	7	47	0	0	0	0	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	3	1	33	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	31	10	32	4	13	1	3	0	0	0	0	0	0	0	0
UNION SHOP	16	4	25	4	25	3	19	0	0	0	0	0	0	0	0
COMBINATION SHOP	11	2	18	4	36	2	18	0	0	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	13	4	31	1	8	0	0	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	21	4	19	3	14	0	0	0	0	0	0	0	0	0	0
OVER 10,000,000	25	9	36	8	32	6	24	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 5		6 TO 9		10 TO 14		15 TO 20		21 TO 27	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	0	0	17	28	20	33	8	13	4	7	1	2	1	2
FORM OF BUSINESS															
COMMERCIAL PRINTING	21	0	0	5	24	7	33	3	14	1	5	0	0	0	0
MAGAZINE & PERIODICALS	4	0	0	2	50	1	25	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	1	14	2	29	0	0	1	14	0	0	1	14
CATALOGS & DIRECTORIES	3	0	0	0	0	3	100	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	1	50	0	0	1	50	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	3	43	3	43	1	14	0	0	0	0	0	0
BOOK PRINTING	8	0	0	2	25	3	38	1	13	1	13	1	13	0	0
GREETING CARDS	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	5	0	0	1	20	1	20	1	20	1	20	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	13	0	0	3	23	3	23	3	23	1	8	0	0	0	0
MID-WEST	26	0	0	9	35	6	23	2	8	3	12	1	4	1	4
FAR-WEST	3	0	0	0	0	3	100	0	0	0	0	0	0	0	0
SOUTH-EAST	15	0	0	4	27	7	47	3	20	0	0	0	0	0	0
CANADIAN PROVINCES	3	0	0	1	33	1	33	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	31	0	0	9	29	10	32	5	16	1	3	1	3	1	3
UNION SHOP	16	0	0	4	25	5	31	1	6	2	13	0	0	0	0
COMBINATION SHOP	11	0	0	3	27	5	45	2	18	1	9	0	0	0	0
UNANSWERED	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	13	0	0	4	31	8	62	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	21	0	0	7	33	5	24	4	19	1	5	0	0	0	0
OVER 10,000,000	25	0	0	5	20	7	28	4	16	3	12	1	4	1	4
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS NO.	28 TO 35 NO.	PCT.	OVER 35 NO.	PCT.	UNANSWERED NO.	PCT.
TOTAL, ALL RESPONDENTS	60	0	0	0	0	9	15
FORM OF BUSINESS							
COMMERCIAL PRINTING	21	0	0	0	0	5	24
MAGAZINE & PERIODICALS	4	0	0	0	0	1	25
ADVERTISING MATERIALS	7	0	0	0	0	2	29
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0
BOOK PRINTING	8	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0
BLANK BOOKS, LOUSELEAF	0	0	0	0	0	0	0
OTHER	5	0	0	0	0	1	20
UNANSWERED	1	0	0	0	0	0	0
GEOGRAPHIC REGION							
NORTH-EAST	13	0	0	0	0	3	23
MID-WEST	26	0	0	0	0	4	15
FAR-WEST	3	0	0	0	0	0	0
SOUTH-EAST	15	0	0	0	0	1	7
CANADIAN PROVINCES	3	0	0	0	0	1	33
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	31	0	0	0	0	4	13
UNION SHOP	16	0	0	0	0	4	25
COMBINATION SHOP	11	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	1	50
SALES VOLUME							
UNDER $500,000	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	0	0	0	0
1,500,001 - 5,000,000	13	0	0	0	0	1	8
5,000,001 - 10,000,000	21	0	0	0	0	4	19
OVER 10,000,000	25	0	0	0	0	4	16
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	0	0	11	18	19	32	10	17	8	13	0	0	2	3
FORM OF BUSINESS															
COMMERCIAL PRINTING	21	0	0	5	24	9	43	3	14	0	0	0	0	0	0
MAGAZINE & PERIODICALS	4	0	0	0	0	1	25	0	0	0	0	0	0	1	25
ADVERTISING MATERIALS	7	0	0	0	0	1	14	2	29	2	29	0	0	0	0
CATALOGS & DIRECTORIES	3	0	0	0	0	1	33	0	0	1	33	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	2	100	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	2	29	2	29	1	14	2	29	0	0	0	0
BOOK PRINTING	8	0	0	1	13	3	38	1	13	2	25	0	0	1	13
GREETING CARDS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	5	0	0	1	20	2	40	2	40	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	13	0	0	2	15	3	23	3	23	0	0	0	0	1	8
MID-WEST	26	0	0	5	19	4	15	6	23	7	27	0	0	0	0
FAR-WEST	3	0	0	0	0	3	100	0	0	0	0	0	0	0	0
SOUTH-EAST	15	0	0	3	20	8	53	1	7	1	7	0	0	1	7
CANADIAN PROVINCES	3	0	0	1	33	1	33	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	31	0	0	7	23	11	35	3	10	5	16	0	0	0	0
UNION SHOP	16	0	0	3	19	4	25	4	25	1	6	0	0	0	0
COMBINATION SHOP	11	0	0	1	9	3	27	3	27	1	9	0	0	2	18
UNANSWERED	2	0	0	0	0	1	50	0	0	1	50	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	13	0	0	3	23	7	54	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	21	0	0	7	33	8	38	2	10	0	0	0	0	0	0
OVER 10,000,000	25	0	0	0	0	4	16	8	32	8	32	0	0	2	8
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	121 TO 240		241 TO 320		OVER 320		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	0	0	0	0	0	0	10	17
FORM OF BUSINESS									
COMMERCIAL PRINTING	21	0	0	0	0	0	0	4	19
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0	2	50
ADVERTISING MATERIALS	7	0	0	0	0	0	0	2	29
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	1	33
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	0	0	0	0
BOOK PRINTING	8	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	5	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION									
NORTH-EAST	13	0	0	0	0	0	0	4	31
MID-WEST	26	0	0	0	0	0	0	4	15
FAR-WEST	3	0	0	0	0	0	0	0	0
SOUTH-EAST	15	0	0	0	0	0	0	1	7
CANADIAN PROVINCES	3	0	0	0	0	0	0	1	33
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	31	0	0	0	0	0	0	5	16
UNION SHOP	16	0	0	0	0	0	0	4	25
COMBINATION SHOP	11	0	0	0	0	0	0	1	9
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	13	0	0	0	0	0	0	3	23
5,000,001 - 10,000,000	21	0	0	0	0	0	0	4	19
OVER 10,000,000	25	0	0	0	0	0	0	3	12
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	0	0	3	5	8	13	5	8	9	15	7	12	6	10
FORM OF BUSINESS															
COMMERCIAL PRINTING	21	0	0	2	10	3	14	2	10	4	19	2	10	2	10
MAGAZINE & PERIODICALS	4	0	0	0	0	0	0	0	0	1	25	1	25	0	0
ADVERTISING MATERIALS	7	0	0	1	14	1	14	0	0	0	0	0	0	2	29
CATALOGS & DIRECTORIES	3	0	0	0	0	0	0	1	33	0	0	0	0	1	33
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	0	0	0	0	1	14	1	14	1	14	0	0	0	0
BOOK PRINTING	8	0	0	0	0	3	38	0	0	2	25	2	25	1	13
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	5	0	0	0	0	0	0	1	20	0	0	1	20	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	13	0	0	1	8	0	0	0	0	0	0	3	23	1	8
MID-WEST	26	0	0	1	4	3	12	2	8	4	15	2	8	3	12
FAR-WEST	3	0	0	0	0	2	67	0	0	0	0	0	0	0	0
SOUTH-EAST	15	0	0	1	7	3	20	3	20	3	20	2	13	2	13
CANADIAN PROVINCES	3	0	0	0	0	0	0	0	0	2	67	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	31	0	0	2	6	6	19	3	10	5	16	2	6	4	13
UNION SHOP	16	0	0	1	6	1	6	1	6	3	19	1	6	1	6
COMBINATION SHOP	11	0	0	0	0	1	9	1	9	1	9	3	27	1	9
UNANSWERED	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	13	0	0	0	0	3	23	1	8	0	0	2	15	1	8
5,000,001 - 10,000,000	21	0	0	2	10	3	14	1	5	5	24	1	5	1	5
OVER 10,000,000	25	0	0	1	4	1	4	3	12	4	16	4	16	4	16
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	8	13	5	8	3	5	6	10
FORM OF BUSINESS									
COMMERCIAL PRINTING	21	2	10	0	0	2	10	2	10
MAGAZINE & PERIODICALS	4	1	25	0	0	0	0	1	25
ADVERTISING MATERIALS	7	1	14	1	14	0	0	1	14
CATALOGS & DIRECTORIES	3	0	0	1	33	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	2	29	1	14	0	0	1	14
BOOK PRINTING	8	0	0	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	5	1	20	1	20	1	20	0	0
UNANSWERED	1	0	0	1	100	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	13	5	38	0	0	0	0	3	23
MID-WEST	26	3	12	4	15	2	8	2	8
FAR-WEST	3	0	0	0	0	1	33	0	0
SOUTH-EAST	15	0	0	0	0	0	0	1	7
CANADIAN PROVINCES	3	0	0	1	33	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	31	2	6	1	3	3	10	3	10
UNION SHOP	16	3	19	4	25	0	0	1	6
COMBINATION SHOP	11	2	18	0	0	0	0	2	18
UNANSWERED	2	1	50	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	13	1	8	0	0	2	15	3	23
5,000,001 - 10,000,000	21	3	14	1	5	1	5	3	14
OVER 10,000,000	25	4	16	4	16	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - TRAFFIC MANAGER

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	60	18	30	9	15	8	13	14	23	4	7	1	2	6	10
FORM OF BUSINESS															
COMMERCIAL PRINTING	21	7	33	5	24	2	10	2	10	3	14	1	5	1	5
MAGAZINE & PERIODICALS	4	0	0	0	0	1	25	2	50	0	0	0	0	1	25
ADVERTISING MATERIALS	7	2	29	1	14	0	0	3	43	0	0	0	0	1	14
CATALOGS & DIRECTORIES	3	1	33	0	0	1	33	1	33	0	0	0	0	0	0
LABELS AND WRAPPERS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	7	1	14	1	14	1	14	3	43	0	0	0	0	1	14
BOOK PRINTING	8	5	63	1	13	1	13	1	13	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	5	1	20	1	20	1	20	1	20	1	20	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION															
NORTH-EAST	13	3	23	3	23	0	0	4	31	0	0	0	0	3	23
MID-WEST	26	6	23	2	8	4	15	8	31	3	12	0	0	3	12
FAR-WEST	3	2	67	0	0	0	0	0	0	0	0	1	33	0	0
SOUTH-EAST	15	5	33	4	27	3	20	2	13	1	7	0	0	0	0
CANADIAN PROVINCES	3	2	67	0	0	1	33	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	31	9	29	5	16	4	13	7	23	2	6	1	3	3	10
UNION SHOP	16	5	31	2	13	3	19	3	19	2	13	0	0	1	6
COMBINATION SHOP	11	3	27	2	18	1	9	3	27	0	0	0	0	2	18
UNANSWERED	2	1	50	0	0	0	0	1	50	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	1	0	0	1	100	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	13	3	23	1	8	2	15	3	23	2	15	0	0	2	15
5,000,001 - 10,000,000	21	9	43	2	10	2	10	2	10	2	10	1	5	3	14
OVER 10,000,000	25	6	24	5	20	4	16	9	36	0	0	0	0	1	4
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Quality Control

PROFILE OF ANNUAL SALARY - QUALITY CONTROL

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	67	0	0	0	0	0	0	2	3	6	9	7	10	7	10
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	0	0	0	0	0	0	1	5	2	11	2	11
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	0	0	0	0	3	20	3	20
ADVERTISING MATERIALS	7	0	0	0	0	0	0	1	14	1	14	0	0	1	14
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	0	0	0	0	0	0	1	13	2	25	1	13	1	13
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	[illegible]	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	0	0	0	0	2	22	1	11	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	12	0	0	0	0	0	0	1	8	4	33	2	17	4	33
MID-WEST	21	0	0	0	0	0	0	0	0	1	5	1	5	0	0
FAR-WEST	7	0	0	0	0	0	0	0	0	0	0	2	29	0	0
SOUTH-EAST	25	0	0	0	0	0	0	1	4	1	4	1	4	2	8
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	1	50	1	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	0	0	0	0	0	0	2	6	1	3	5	14	4	11
UNION SHOP	20	0	0	0	0	0	0	0	0	2	10	1	5	2	10
COMBINATION SHOP	9	0	0	0	0	0	0	0	0	2	22	1	11	1	11
UNANSWERED	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
SALES VOLUME															
UNDER $500,000	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
1,500,001 - 5,000,000	15	0	0	0	0	0	0	2	13	2	13	4	27	1	7
5,000,001 - 10,000,000	14	0	0	0	0	0	0	0	0	2	14	1	7	2	14
OVER 10,000,000	35	0	0	0	0	0	0	0	0	2	6	1	3	3	9
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE OF ANNUAL SALARY - QUALITY CONTROL

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	67	22	33	9	13	10	15	2	3	2	3	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	7	37	3	16	2	11	1	5	1	5	0	0	0	0
MAGAZINE & PERIODICALS	15	3	20	2	13	4	27	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	2	29	1	14	0	0	0	0	1	14	0	0	0	0
CATALOGS & DIRECTORIES	2	1	50	0	0	1	50	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	2	100	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	3	38	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	2	67	0	0	0	0	1	33	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	2	22	1	11	3	33	0	0	0	0	0	0	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	12	0	0	0	0	1	8	0	0	0	0	0	0	0	0
MID-WEST	21	10	48	4	19	3	14	1	5	1	5	0	0	0	0
FAR-WEST	7	3	43	0	0	0	0	1	14	1	14	0	0	0	0
SOUTH-EAST	25	9	36	5	20	6	24	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	13	36	6	17	5	14	0	0	0	0	0	0	0	0
UNION SHOP	20	7	35	2	10	3	15	1	5	2	10	0	0	0	0
COMBINATION SHOP	9	1	11	1	11	2	22	1	11	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
1,500,001 - 5,000,000	15	2	13	2	13	1	7	1	7	0	0	0	0	0	0
5,000,001 - 10,000,000	14	5	36	3	21	1	7	0	0	0	0	0	0	0	0
OVER 10,000,000	35	15	43	4	11	8	23	1	3	1	3	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - QUALITY CONTROL

	NUMBER OF RESPONDENTS	NO BONUS		UP TO $500		$501 TO $1,000		$1,001 TO $1,500		$1,501 TO $2,000		$2,001 TO $3,000		$3,001 TO $4,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	67	45	67	3	4	1	1	9	13	0	0	2	3	4	6
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	13	68	2	11	1	5	2	11	0	0	0	0	1	5
MAGAZINE & PERIODICALS	15	6	40	0	0	0	0	7	47	0	0	1	7	1	7
ADVERTISING MATERIALS	7	5	71	0	0	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	1	50	0	0	0	0	0	0	0	0	0	0	1	50
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	7	88	0	0	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	3	100	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	6	67	1	11	0	0	0	0	0	0	1	11	1	11
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	12	8	67	2	17	0	0	2	17	0	0	0	0	0	0
MID-WEST	21	18	86	0	0	0	0	0	0	0	0	0	0	0	0
FAR-WEST	7	7	100	0	0	0	0	0	0	0	0	0	0	0	0
SOUTH-EAST	25	10	40	1	4	1	4	7	28	0	0	2	8	4	16
CANADIAN PROVINCES	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	18	50	2	6	1	3	8	22	0	0	1	3	3	8
UNION SHOP	20	17	85	1	5	0	0	1	5	0	0	1	5	0	0
COMBINATION SHOP	9	8	89	0	0	0	0	0	0	0	0	0	0	1	11
UNANSWERED	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	15	11	73	2	13	0	0	1	7	0	0	1	7	0	0
5,000,001 - 10,000,000	14	8	57	0	0	1	7	2	14	0	0	0	0	2	14
OVER 10,000,000	35	24	69	0	0	0	0	6	17	0	0	1	3	2	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY CURRENT ANNUAL BONUS - QUALITY CONTROL

	NUMBER OF RESPONDENTS	$4,001 TO $5,000		$5,001 TO $7,500		$7,501 TO $10,000		OVER $10,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	67	0	0	3	4	0	0	0	0
FORM OF BUSINESS									
COMMERCIAL PRINTING	19	0	0	0	0	0	0	0	0
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	2	29	0	0	0	0
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	0	0	1	13	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION									
NORTH-EAST	12	0	0	0	0	0	0	0	0
MID-WEST	21	0	0	3	14	0	0	0	0
FAR-WEST	7	0	0	0	0	0	0	0	0
SOUTH-EAST	25	0	0	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	36	0	0	3	8	0	0	0	0
UNION SHOP	20	0	0	0	0	0	0	0	0
COMBINATION SHOP	9	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	1	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	15	0	0	0	0	0	0	0	0
5,000,001 - 10,000,000	14	0	0	1	7	0	0	0	0
OVER 10,000,000	35	0	0	2	6	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - QUALITY CONTROL

	NUMBER OF RESPONDENTS	UP TO $7,500		$7,501 TO $8,750		$8,751 TO $10,000		$10,001 TO $12,500		$12,501 TO $15,000		$15,001 TO $17,500		$17,501 TO $20,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	67	0	0	0	0	0	0	2	3	6	9	7	10	6	9
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	0	0	0	0	0	0	1	5	2	11	2	11
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	0	0	0	0	3	20	2	13
ADVERTISING MATERIALS	7	0	0	0	0	0	0	1	14	1	14	0	0	1	14
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	0	0	0	0	0	0	1	13	2	25	1	13	1	13
BOOK PRINTING	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	0	0	0	0	2	22	1	11	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	12	0	0	0	0	0	0	1	8	4	33	2	17	3	25
MID-WEST	21	0	0	0	0	0	0	0	0	1	5	1	5	0	0
FAR-WEST	7	0	0	0	0	0	0	0	0	0	0	2	29	0	0
SOUTH-EAST	25	0	0	0	0	0	0	1	4	1	4	1	4	2	8
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	1	50	1	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	0	0	0	0	0	0	2	6	1	3	5	14	3	8
UNION SHOP	20	0	0	0	0	0	0	0	0	2	10	1	5	2	10
COMBINATION SHOP	9	0	0	0	0	0	0	0	0	2	22	1	11	1	11
UNANSWERED	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
SALES VOLUME															
UNDER $500,000	1	0	0	0	0	0	0	0	0	0	0	1	100	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0	0	0	0	0	1	50
1,500,001 - 5,000,000	15	0	0	0	0	0	0	2	13	2	13	4	27	1	7
5,000,001 - 10,000,000	14	0	0	0	0	0	0	0	0	2	14	1	7	2	14
OVER 10,000,000	35	0	0	0	0	0	0	0	0	2	6	1	3	2	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY TOTAL ANNUAL SALARY - QUALITY CONTROL

	NUMBER OF RESPONDENTS	$20,001 TO $25,000		$25,001 TO $30,000		$30,001 TO $35,000		$35,001 TO $40,000		$40,001 TO $45,000		$45,001 TO $50,000		OVER $50,000	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	67	21	31	7	10	13	19	3	4	2	3	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	7	37	2	11	3	16	1	5	1	5	0	0	0	0
MAGAZINE & PERIODICALS	15	4	27	1	7	5	33	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	1	14	1	14	1	14	0	0	1	14	0	0	0	0
CATALOGS & DIRECTORIES	2	1	50	0	0	1	50	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	2	25	1	13	0	0	0	0	0	0	0	0	0	0
BOOK PRINTING	3	2	67	0	0	0	0	1	33	0	0	0	0	0	0
GREETING CARDS	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	2	22	1	11	2	22	1	11	0	0	0	0	0	0
UNANSWERED	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	12	1	8	0	0	1	8	0	0	0	0	0	0	0	0
MID-WEST	21	8	38	5	24	4	19	1	5	1	5	0	0	0	0
FAR-WEST	7	3	43	0	0	0	0	1	14	1	14	0	0	0	0
SOUTH-EAST	25	9	36	2	8	8	32	1	4	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	12	33	5	14	7	19	1	3	0	0	0	0	0	0
UNION SHOP	20	7	35	2	10	3	15	1	5	2	10	0	0	0	0
COMBINATION SHOP	9	1	11	0	0	3	33	1	11	0	0	0	0	0	0
UNANSWERED	2	1	50	0	0	0	0	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
1,500,001 - 5,000,000	15	2	13	2	13	1	7	1	7	0	0	0	0	0	0
5,000,001 - 10,000,000	14	4	29	2	14	3	21	0	0	0	0	0	0	0	0
OVER 10,000,000	35	15	43	3	9	9	26	2	6	1	3	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - QUALITY CONTROL

	NUMBER OF RESPONDENTS NO.	NONE NO.	NONE PCT.	1 TO 2 NO.	1 TO 2 PCT.	3 TO 5 NO.	3 TO 5 PCT.	6 TO 9 NO.	6 TO 9 PCT.	10 TO 14 NO.	10 TO 14 PCT.	15 TO 20 NO.	15 TO 20 PCT.	21 TO 27 NO.	21 TO 27 PCT.
TOTAL, ALL RESPONDENTS	67	0	0	13	19	8	12	5	7	1	1	1	1	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	2	11	2	11	3	16	0	0	1	5	0	0
MAGAZINE & PERIODICALS	15	0	0	3	20	1	7	0	0	0	0	0	0	0	0
ADVERTISING MATERIALS	7	0	0	2	29	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	2	100	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	0	0	3	38	0	0	1	13	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	1	33	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	3	33	2	22	0	0	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	12	0	0	2	17	1	8	0	0	0	0	0	0	0	0
MID-WEST	21	0	0	4	19	4	19	2	10	1	5	0	0	0	0
FAR-WEST	7	0	0	0	0	1	14	0	0	0	0	1	14	0	0
SOUTH-EAST	25	0	0	6	24	2	8	3	12	0	0	0	0	0	0
CANADIAN PROVINCES	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	0	0	5	14	5	14	2	6	0	0	0	0	0	0
UNION SHOP	20	0	0	4	20	2	10	3	15	0	0	1	5	0	0
COMBINATION SHOP	9	0	0	4	44	1	11	0	0	0	0	0	0	0	0
UNANSWERED	2	0	0	0	0	0	0	0	0	1	50	0	0	0	0
SALES VOLUME															
UNDER $500,000	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
1,500,001 - 5,000,000	15	0	0	2	13	0	0	2	13	0	0	0	0	0	0
5,000,001 - 10,000,000	14	0	0	3	21	2	14	1	7	0	0	0	0	0	0
OVER 10,000,000	35	0	0	8	23	5	14	2	6	1	3	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY NO. OF PEOPLE DIR. SUPR - QUALITY CONTROL

	NUMBER OF RESPONDENTS	28 TO 35		OVER 35		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	67	0	0	0	0	39	58
FORM OF BUSINESS							
COMMERCIAL PRINTING	19	0	0	0	0	11	58
MAGAZINE & PERIODICALS	15	0	0	0	0	11	73
ADVERTISING MATERIALS	7	0	0	0	0	5	71
CATALOGS & DIRECTORIES	2	0	0	0	0	1	50
LABELS AND WRAPPERS	2	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0
BUSINESSS FORMS	8	0	0	0	0	4	50
BOOK PRINTING	3	0	0	0	0	2	67
GREETING CARDS	1	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	4	44
UNANSWERED	1	0	0	0	0	1	100
GEOGRAPHIC REGION							
NORTH-EAST	12	0	0	0	0	9	75
MID-WEST	21	0	0	0	0	10	48
FAR-WEST	7	0	0	0	0	5	71
SOUTH-EAST	25	0	0	0	0	14	56
CANADIAN PROVINCES	2	0	0	0	0	1	50
UNANSWERED	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS							
OPEN SHOP	36	0	0	0	0	24	67
UNION SHOP	20	0	0	0	0	10	50
COMBINATION SHOP	9	0	0	0	0	4	44
UNANSWERED	2	0	0	0	0	1	50
SALES VOLUME							
UNDER $500,000	1	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	1	50
1,500,001 - 5,000,000	15	0	0	0	0	11	73
5,000,001 - 10,000,000	14	0	0	0	0	8	57
OVER 10,000,000	35	0	0	0	0	19	54
UNANSWERED	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - QUALITY CONTROL

	NUMBER OF RESPONDENTS	NONE		1 TO 2		3 TO 6		7 TO 14		15 TO 30		31 TO 60		61 TO 120	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	67	0	0	15	22	5	7	5	7	4	6	0	0	0	0
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	3	16	1	5	1	5	3	16	0	0	0	0
MAGAZINE & PERIODICALS	15	0	0	2	13	0	0	0	0	1	7	0	0	0	0
ADVERTISING MATERIALS	7	0	0	1	14	0	0	0	0	0	0	0	0	0	0
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	1	50	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	0	0	3	38	0	0	1	13	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	1	33	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	1	100	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	5	56	2	22	1	11	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	12	0	0	4	33	1	8	0	0	0	0	0	0	0	0
MID-WEST	21	0	0	3	14	3	14	3	14	1	5	0	0	0	0
FAR-WEST	7	0	0	2	29	1	14	0	0	0	0	0	0	0	0
SOUTH-EAST	25	0	0	5	20	0	0	2	8	3	12	0	0	0	0
CANADIAN PROVINCES	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	0	0	6	17	3	8	2	6	2	6	0	0	0	0
UNION SHOP	20	0	0	5	25	2	10	2	10	1	5	0	0	0	0
COMBINATION SHOP	9	0	0	3	33	0	0	0	0	1	11	0	0	0	0
UNANSWERED	2	0	0	1	50	0	0	1	50	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	1	50	0	0	0	0	0	0	0	0	0	0
1,500,001 - 5,000,000	15	0	0	4	27	0	0	1	7	1	7	0	0	0	0
5,000,001 - 10,000,000	14	0	0	3	21	2	14	0	0	1	7	0	0	0	0
OVER 10,000,000	35	0	0	7	20	2	6	4	11	2	6	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PEOPLE UNDER POSITION - QUALITY CONTROL

	NUMBER OF RESPONDENTS NO.	121 TO 240 NO.	121 TO 240 PCT.	241 TO 320 NO.	241 TO 320 PCT.	OVER 320 NO.	OVER 320 PCT.	UNANSWERED NO.	UNANSWERED PCT.
TOTAL, ALL RESPONDENTS	67	0	0	0	0	0	0	38	57
FORM OF BUSINESS									
COMMERCIAL PRINTING	19	0	0	0	0	0	0	11	58
MAGAZINE & PERIODICALS	15	0	0	0	0	0	0	12	80
ADVERTISING MATERIALS	7	0	0	0	0	0	0	6	86
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	1	50
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	0	0	0	0	0	0	4	50
BOOK PRINTING	3	0	0	0	0	0	0	2	67
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	0	0	0	0	1	11
UNANSWERED	1	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION									
NORTH-EAST	12	0	0	0	0	0	0	7	58
MID-WEST	21	0	0	0	0	0	0	11	52
FAR-WEST	7	0	0	0	0	0	0	4	57
SOUTH-EAST	25	0	0	0	0	0	0	15	60
CANADIAN PROVINCES	2	0	0	0	0	0	0	1	50
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	36	0	0	0	0	0	0	23	64
UNION SHOP	20	0	0	0	0	0	0	10	50
COMBINATION SHOP	9	0	0	0	0	0	0	5	56
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	1	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	1	50
1,500,001 - 5,000,000	15	0	0	0	0	0	0	9	60
5,000,001 - 10,000,000	14	0	0	0	0	0	0	8	57
OVER 10,000,000	35	0	0	0	0	0	0	20	57
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - QUALITY CONTROL

	NUMBER OF RESPONDENTS	UNDER 22		22 TO 25		26 TO 30		31 TO 35		36 TO 40		41 TO 45		46 TO 50	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	67	0	0	3	4	4	6	6	9	12	18	11	16	10	15
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	0	0	0	0	1	5	1	5	2	11	5	26	3	16
MAGAZINE & PERIODICALS	15	0	0	1	7	0	0	1	7	1	7	2	13	3	20
ADVERTISING MATERIALS	7	0	0	0	0	1	14	0	0	2	29	1	14	0	0
CATALOGS & DIRECTORIES	2	0	0	0	0	1	50	0	0	0	0	1	50	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0	1	50	1	50	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	0	0	1	13	1	13	0	0	1	13	1	13	3	38
BOOK PRINTING	3	0	0	0	0	0	0	1	33	1	33	0	0	1	33
GREETING CARDS	1	0	0	0	0	0	0	0	0	1	100	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	1	11	0	0	3	33	3	33	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHIC REGION															
NORTH-EAST	12	0	0	2	17	1	8	1	8	2	17	1	8	1	8
MID-WEST	21	0	0	0	0	0	0	2	10	5	24	4	19	2	10
FAR-WEST	7	0	0	0	0	0	0	1	14	1	14	1	14	2	29
SOUTH-EAST	25	0	0	0	0	3	12	2	8	4	16	5	20	4	16
CANADIAN PROVINCES	2	0	0	1	50	0	0	0	0	0	0	0	0	1	50
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	0	0	2	6	1	3	5	14	7	19	8	22	4	11
UNION SHOP	20	0	0	0	0	2	10	0	0	3	15	3	15	4	20
COMBINATION SHOP	9	0	0	0	0	1	11	1	11	1	11	0	0	2	22
UNANSWERED	2	0	0	1	50	0	0	0	0	1	50	0	0	0	0
SALES VOLUME															
UNDER $500,000	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
500,001 - 1,500,000	2	0	0	0	0	0	0	0	0	0	0	1	50	0	0
1,500,001 - 5,000,000	15	0	0	1	7	2	13	2	13	4	27	1	7	1	7
5,000,001 - 10,000,000	14	0	0	1	7	0	0	1	7	2	14	2	14	3	21
OVER 10,000,000	35	0	0	1	3	2	6	3	9	6	17	7	20	5	14
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

PROFILE BY PRESENT AGE OF EMPLOYEE - QUALITY CONTROL

	NUMBER OF RESPONDENTS	51 TO 55		56 TO 60		OVER 60		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	67	11	16	4	6	4	6	2	3
FORM OF BUSINESS									
COMMERCIAL PRINTING	19	3	16	3	16	1	5	0	0
MAGAZINE & PERIODICALS	15	5	33	0	0	0	0	2	13
ADVERTISING MATERIALS	7	2	29	0	0	1	14	0	0
CATALOGS & DIRECTORIES	2	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	1	13	0	0	0	0	0	0
BOOK PRINTING	3	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0
OTHER	9	0	0	1	11	1	11	0	0
UNANSWERED	1	0	0	0	0	1	100	0	0
GEOGRAPHIC REGION									
NORTH-EAST	12	2	17	0	0	1	8	1	8
MID-WEST	21	3	14	3	14	1	5	1	5
FAR-WEST	7	0	0	1	14	1	14	0	0
SOUTH-EAST	25	6	24	0	0	1	4	0	0
CANADIAN PROVINCES	2	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS									
OPEN SHOP	36	5	14	1	3	2	6	1	3
UNION SHOP	20	4	20	2	10	2	10	0	0
COMBINATION SHOP	9	2	22	1	11	0	0	1	11
UNANSWERED	2	0	0	0	0	0	0	0	0
SALES VOLUME									
UNDER $500,000	1	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	1	50	0	0	0	0	0	0
1,500,001 - 5,000,000	15	1	7	1	7	0	0	2	13
5,000,001 - 10,000,000	14	2	14	1	7	2	14	0	0
OVER 10,000,000	35	7	20	2	6	2	6	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0

PROFILE BY TIME IN PRES. POSITION - QUALITY CONTROL

	NUMBER OF RESPONDENTS	UP TO 2 YEARS		2 TO 4 YEARS		5 TO 8 YEARS		9 TO 16 YEARS		17 TO 32 YEARS		OVER 32 YEARS		UNANSWERED	
	NO.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.	NO.	PCT.
TOTAL, ALL RESPONDENTS	67	26	39	12	18	12	18	9	13	1	1	0	0	7	10
FORM OF BUSINESS															
COMMERCIAL PRINTING	19	9	47	3	16	2	11	3	16	0	0	0	0	2	11
MAGAZINE & PERIODICALS	15	4	27	2	13	3	20	3	20	1	7	0	0	2	13
ADVERTISING MATERIALS	7	4	57	1	14	0	0	0	0	0	0	0	0	2	29
CATALOGS & DIRECTORIES	2	0	0	1	50	1	50	0	0	0	0	0	0	0	0
LABELS AND WRAPPERS	2	2	100	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AND LEGAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEWSPAPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BUSINESSS FORMS	8	4	50	2	25	1	13	1	13	0	0	0	0	0	0
BOOK PRINTING	3	1	33	0	0	2	67	0	0	0	0	0	0	0	0
GREETING CARDS	1	0	0	0	0	1	100	0	0	0	0	0	0	0	0
BLANK BOOKS, LOOSELEAF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	9	2	22	3	33	2	22	2	22	0	0	0	0	0	0
UNANSWERED	1	0	0	0	0	0	0	0	0	0	0	0	0	1	100
GEOGRAPHIC REGION															
NORTH-EAST	12	4	33	4	33	1	8	2	17	0	0	0	0	1	8
MID-WEST	21	6	29	4	19	6	29	1	5	0	0	0	0	4	19
FAR-WEST	7	3	43	0	0	1	14	2	29	0	0	0	0	1	14
SOUTH-EAST	25	12	48	3	12	4	16	4	16	1	4	0	0	1	4
CANADIAN PROVINCES	2	1	50	1	50	0	0	0	0	0	0	0	0	0	0
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDUSTRIAL RELATIONS															
OPEN SHOP	36	14	39	3	8	8	22	7	19	0	0	0	0	4	11
UNION SHOP	20	8	40	6	30	2	10	1	5	1	5	0	0	2	10
COMBINATION SHOP	9	3	33	3	33	1	11	1	11	0	0	0	0	1	11
UNANSWERED	2	1	50	0	0	1	50	0	0	0	0	0	0	0	0
SALES VOLUME															
UNDER $500,000	1	1	100	0	0	0	0	0	0	0	0	0	0	0	0
500,001 - 1,500,000	2	0	0	0	0	0	0	1	50	0	0	0	0	1	50
1,500,001 - 5,000,000	15	6	40	3	20	1	7	1	7	0	0	0	0	4	27
5,000,001 - 10,000,000	14	8	57	2	14	2	14	2	14	0	0	0	0	0	0
OVER 10,000,000	35	11	31	7	20	9	26	5	14	1	3	0	0	2	6
UNANSWERED	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Original Survey Forms With Position Descriptions

PIA'S PRODUCTION MANAGEMENT COMPENSATION SURVEY

All the information you provide will be treated confidentially. However, if you wish to receive a free copy of the summary report, or buy the complete report at the special half-price rate being offered to participants, it is necessary for you to identify yourself and your company below.

Contact ______________________________

Company ______________________________

Complete Address ______________________________

Check one response
for each question.

1. In which geographic area is your company located?

( ) a. Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

( ) b. Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

( ) c. Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

( ) d. Alabama, Arkansas, Delaware, District of Columbia, Georgia, Florida, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia

( ) e. Canada

2. What is your company's approximate sales volume?

( ) a. Less than $500,000
( ) b. $500,001 - $1,500,000
( ) c. $1,500,001 - $5,000,000
( ) d. $5,000,001 - $10,000,000
( ) e. More than $10,000,000

3. What is your company's total number of employees?

( ) a. Fewer than 10
( ) b. 11 - 20
( ) c. 21 - 40
( ) d. 41 - 80
( ) e. 81 - 160
( ) f. 161 - 320
( ) g. 321 or more

4. What is your company's total number of production employees?

( ) a. Fewer than 10
( ) b. 11 - 20
( ) c. 21 - 40
( ) d. 41 - 80
( ) e. 81 - 160
( ) f. 161 - 320
( ) g. 321 or more

5. Which one of the following accounts gives you the highest percentage of sales?

( ) a. General commercial printing
( ) b. Magazines and periodicals
( ) c. Advertising materials
( ) d. Catalogues and directories
( ) e. Labels and wrappers
( ) f. Financial and legal
( ) g. Newspapers
( ) h. Business forms
( ) i. Books
( ) j. Greeting cards
( ) k. Blank books, looseleaf
( ) l. Other (describe) ______________________________

____

6. What is your company's industrial relations category?

( ) a. Open shop
( ) b. Union shop
( ) c. Combination shop

7. How often do you review salaries of production management personnel?

( ) a. Annually
( ) b. Every six months
( ) c. Use no regular basis

8. How often, on the average, have you raised the salaries of production management personnel during the past five years?

( ) a. More than five times
( ) b. Four to five times
( ) c. Three to four times
( ) d. Two to three times
( ) e. One to two times
( ) f. Not at all

9. Which factor did you primarily base the salary increases on?

( ) a. Merit
( ) b. Length of service
( ) c. Cost of living
( ) d. Combination of the above

10. What is the average percentage of pay differential of the shop foreman over typical straight-time pay of a journeyman or top-level craftsman who works directly for a supervisor?

( ) a. More than 40%
( ) b. 30% - 40%
( ) c. 20% - 30%
( ) d. 10% - 20%
( ) e. Less than 10%

11. What is the maximum vacation benefit for production management personnel?

( ) a. One week
( ) b. Two weeks
( ) c. Three weeks
( ) d. Four weeks
( ) e. More than four weeks

12. What is the minimum period of service required to qualify for this maximum vacation benefit?

( ) a. Five years
( ) b. Six to ten years
( ) c. Eleven to fifteen years
( ) d. Sixteen to twenty years
( ) e. More than twenty years

13. Do you provide group hospitalization coverage?

( ) a. Provide hospitalization for employee only
( ) b. Provide hospitalization for employee and his/her family
( ) c. No hospitalization for either employee or employee's family

14. Do you provide major medical insurance?

( ) a. Provide major medical for employee only
( ) b. Provide major medical for employee and his/her family
( ) c. No major medical for either employee or employee's family

15. Do you provide life insurance?

( ) a. Provide life insurance for employee only
( ) b. Provide life insurance for employee and his/her family
( ) c. No life insurance for either employee or employee's family

16. What kind of retirement do you offer?

( ) a. Company pays entire cost
( ) b. Cost is shared by company and employee
( ) c. Company does not have a program, or, employee pays entire cost

17. Do you provide dental insurance?

( ) a. Provide dental insurance for employee only
( ) b. Provide dental insurance for employee and his/her family
( ) c. No dental insurance for either employee or employee's family

The following are descriptions of positions which are surveyed on pages 8-12 These descriptions are provided for purposes of clarification to help you complete the survey questions as accurately as possible. See the top of page 8 for further instructions.

1. VICE PRESIDENT OF PRODUCTION
Reports directly to president; oversees plant managers, whether in a single plant or multi-plant operation; has full responsibility for all phases of production.

2. PLANT MANAGER
Under direction of president or vice president of production; has full responsibility for all operations at a particular plant and follows production plan supplied by supervisor.

3. PLANT SUPERINTENDENT
Under direction of president or vice president of production; has overall responsibility for all production departments and supervises work of foremen in all departments; responsible for timely production of material of salable quality at a profitable rate of productivity; makes plans for upgrading equipment in accordance with management directives.

4. NIGHT SUPERINTENDENT
Under direction of plant superintendent; responsible for all production operations on night shift and directly supervises all production foremen on that shift; responsible for production according to schedule of printing.

5. ASSISTANT SUPERINTENDENT
Reports to plant superintendent and handles all detail work (scheduling, checking of records, etc.) delegated by the plant superintendent.

6. GENERAL FOREMAN
Supervises typesetting, pressroom, and bindery employees; schedules and issues job orders according to sales orders received; inspects printing and binding operations during production to determine conformance to job specifications; keeps records of material and labor costs; requisitions materials; may confer with customers concerning their requirements; may repair printing presses, typesetting machines, and assembling and stitching equipment.

7. COMPOSING ROOM FOREMAN
Reports to plant superintendent, owner, or president; supervises composing room employees; issues job orders according to schedule and, in small shops, sets schedule; inspects work during production to determine conformance to job order specification and quality standards; keeps or uses records of material and labor costs to see that production is at profit level; depending on size of the shop, may perform some duties of the worker and confer with customers about requirements; may do minor repairs on equipment.

8. LETTERPRESS FOREMAN
Reports to plant superintendent, owner, or president; supervises workers in letterpress department; issues job orders in accordance with schedule and, in small shops, sets schedule; inspects work during production to determine conformance to job order specification and quality standards; keeps or uses records of material and labor costs to see that production is at profit level; depending on size of the shop, may perform some duties of the worker and confer with customers about requirements; may do minor repairs on equipment.

9. OFFSET FOREMAN
Reports to plant superintendent, owner, or president; supervises workers in offset press department; issues job orders in accordance with schedule and, in small shops, sets schedule; inspects work during production to determine conformance to job order specification and quality standards; keeps or uses records of material and labor costs to see that production is at profit level; depending on size of the shop, may perform some duties of the worker and confer with customers about requirements; may do minor repairs on equipment.

10. BINDERY FOREMAN
Reports to plant superintendent, owner, or president; supervises workers in bindery; issues job orders in accordance with schedule and, in small shops, sets schedule; inspects work during production to determine conformance to job order specification and quality standards; keeps or uses records of material and labor costs to see that production is at profit level; depending on size of the shop, may perform some duties of the worker and confer with customers about requirements; may do minor repairs on equipment.

11. ASSISTANT BINDERY FOREMAN
Under direction of bindery foreman; supervises workers engaged in normal bindery tasks; requisitions material based on estimated material usage; inspects binding operations to determine conformance with plant standards; may engage in actual production work part-time.

12. OFFSET PLATE FOREMAN
Under direction of plant superintendent, owner, or president; supervises workers in offset plate department; issues job orders in accordance with schedule and, in small shops, sets schedule; inspects work during production to determine conformance to job order specification and quality standards; keeps or uses records of material and labor costs to see that production is at profit level; depending on size of the shop, may perform some duties of the worker and confer with customers about requirements; may do minor repairs on equipment.

13. STRIPPING FOREMAN
Supervises the assembly of negative or positive film into page units; following job specifications, oversees the assembly of page units into a composite or flat; frequently checks position, pagination, register, and accuracy of flat; interprets job specifications, assigns work, and issues instructions; coordinates stripping room activities with production, camera, and platemaking departments to ensure that proper components are received and/or delivered in accordance with schedules.

14. PRODUCTION MANAGER
Operating directly under the sales manager, services a certain group of accounts; when necessary, directly contacts customers for information on their jobs and proper communication of that information to the production departments; sometimes makes suggestions to customers about how to save money and/or increase the value of the printed piece.

15. ASSISTANT PRODUCTION MANAGER
Performs the same functions as production manager, but works directly for the production manager rather than for the sales manager and has less authority to contact the customer directly.

16. PRODUCTION OPERATOR
Works directly for the production manager but also takes instructions from individual salespersons and translates them into directions for the production department; creates dummies and draws-up complete specifications; does not normally contact customers.

17. SERVICE MAN
Acts as a coordinator between customer, salespersons, and production personnel to ensure customer satisfaction; may plan production operations, order material purchases, and sub-contract certain printing operations.

18. ESTIMATOR
Estimates time and material costs of printing and/or binding books, pamphlets, periodicals, form work, and any other printed matter; bases time on shop standards and bases costs on cost accounting as furnished by management or by estimator; bases estimates on specifications as listed in the sales order or requests for quotation by a prospective customer; may also be responsible for placing jobs in a schedule and for ordering special material.

19. ASSISTANT ESTIMATOR
Working under direction of estimator, performs similar functions but with less responsibility; normally is not responsible for scheduling; frequently handles work off of standard price list.

20. PURCHASING AGENT
Under direction of officer of the company; responsible within delegated limits of authority for approving and controlling the purchasing function; selects reliable sources of supply, approves major purchase contracts, supervises the actual purchase and control of price and quality; normally certifies all invoices as to accuracy and correctness of price; may or may not have other buyers working for him or her.

21. ART DIRECTOR
Designs artwork and supervises the preparation of illustrations and layouts for reproduction in newspapers, magazines, calendars, books, etc.; examines illustrations and layouts prepared by customers and suggests changes or rearrangements to achieve more effective presentation; designs artwork and prepares layouts for single and multicolor illustrations that are accompanied by specifications; employs knowledge of illustration, layout, and printing techniques; checks and approves illustrative page layouts prepared by layout person.

22. SCHEDULER
Usually reports to production manager or plant superintendent and uses estimates, time standards, delivery commitments, and other data to prepare production schedules by assigning time to plant equipment and man-hour requirements to operations necessary to complete the job; determines sequence of jobs to be handled by various departments; maintains and prepares schedule sheets and distributes daily to each department; frequently maintains a master schedule board showing advancement of job in each production step throughout plant; confers with foremen, supervisors, and other plant personnel to coordinate the scheduling of the activities of various departments; may help prepare job pockets containing job instructions.

23. INDUSTRIAL ENGINEER
Under the direction of the head engineer, project engineer, or plant manager; performs time studies and methods of analysis or analyzes production procedures; records time and motion data of various hand or machine operations and establishes standard time figures for various operations; performs methods analysis to improve performance, reduce fatigue, or combine operations for more efficient production; may reccommend redesign of equipment, relocation, or improved handling or transporting of materials; frequently consults with factory personnel, factory cost accountants, and mechanical engineers; may be assigned to implement newly-adopted methods and procedures.

24. SHIPPING CLERK
Responsible for all company shipments; supervises department personnel and all packing; checks daily list of shipments to be made, as well as labeling, routing, bills of lading, etc.; may be a working foreman.

25. TRAFFIC MANAGER
Supervises all shipping and receiving operations; specifies routing of all material inbound and outbound to achieve the best balance between speed of shipment and cost based on needs of plant and of customers.

26. QUALITY CONTROL
Under direction of plant manager, superintendent, or president; inspects and samples all production in various stages of work; using the provided standards, compares work with standards and brings any item outside allowable variation to attention of the supervisor; has authority to stop production on any job not being produced according to specification.

INSTRUCTIONS FOR COMPLETING PAGES 8-12

In completing the survey, please provide the requested information for those positions which, as they are described on pages 4-7, most nearly match the ones in your organization. If you have any doubt about a position title, refer to the written definitions.

You will notice that the survey contains more than one line for most positions in order to accommodate companies that have more than one person filling some production positions. Also, there are a few lines at the end of the form which can be used for any position that should be covered but isn't.

The number of persons directly supervised refers to the number of persons who report directly to the supervisor, i.e., a plant manager may have seven persons who report directly to him but have 163 people under his responsibility. This distinction refers to line supervisors rather than staff personnel such as schedulers, etc. For example, the press superintendent has all line foremen report directly to him, but has all pressroom personnel under him.

To contribute to the integrity of the survey results, please provide complete information for the positions you describe.

POSITION TITLE *Complete the requested information for the appropriate positions as listed below.*	*ANNUAL SALARY* *List annual rate with last increase.*	*ANNUAL BONUS* *List last bonus paid if within last 12 months.*	*TOTAL ANNUAL SALARY* *Rate + Bonus*	*NUMBER PERSONS DIRECTLY SUPERVISED* *See Instructions*	*TOTAL NUMBER OF PERSONS UNDER THIS POSITION* *See Instructions*	*LENGTH OF TIME IN PRESENT POSITION*	*AGE OF EMPLOYEE*	*DO NOT WRITE IN THIS COLUMN*
1. VP Production								
2. Plant Manager								
2. Plant Manager								
2. Plant Manager								
3. Plant Superintendent								
3. Plant Superintendent								
3. Plant Superintendent								

POSITION TITLE *Complete the requested information for the appropriate positions as listed below.*	ANNUAL SALARY *List annual rate with last increase.*	ANNUAL BONUS *List last bonus paid if within last 12 months.*	TOTAL ANNUAL SALARY *Rate + Bonus*	NUMBER OF PERSONS DIRECTLY SUPERVISED *See Instructions*	TOTAL NUMBER OF PERSONS UNDER THIS POSITION *See Instructions*	LENGTH OF TIME IN PRESENT POSITION	AGE OF EMPLOYEE	DO NOT WRITE IN THIS COLUMN
4. Night Superintendent								
4. Night Superintendent								
4. Night Superintendent								
5. Asst. Superintendent								
5. Asst. Superintendent								
5. Asst. Superintendent								
6. General Foreman								
6. General Foreman								
6. General Foreman								
7. Comp. Room Foreman								
7. Comp. Room Foreman								
7. Comp. Room Foreman								
8. Letterpress Foreman								
8. Letterpress Foreman								
8. Letterpress Foreman								
9. Offset Foreman								
9. Offset Foreman								
9. Offset Foreman								
10. Bindery Foreman								
10. Bindery Foreman								
10. Bindery Foreman								
11. Asst. Bindery Fmn.								

POSITION TITLE *Complete the requested information for the appropriate positions as listed below.*	ANNUAL SALARY *List annual rate with last increase.*	ANNUAL BONUS *List last bonus paid if within last 12 months.*	TOTAL ANNUAL SALARY *Rate + Bonus*	NUMBER OF PERSONS DIRECTLY SUPERVISED *See Instructions*	TOTAL NUMBER OF PERSONS UNDER THIS POSITION *See Instructions*	LENGTH OF TIME IN PRESENT POSITION	AGE OF EMPLOYEE	DO NOT WRITE IN THIS COLUMN
11. Asst. Bindery Fmn.								
11. Asst. Bindery Fmn.								
12. Offset Plate Fmn.								
12. Offset Plate Fmn.								
12. Offset Plate Fmn.								
13. Stripping Foreman								
13. Stripping Foreman								
13. Stripping Foreman								
14. Production Mgr.								
14. Production Mgr.								
14. Production Mgr.								
15. Asst. Prod. Mgr.								
15. Asst. Prod. Mgr.								
15. Asst. Prod. Mgr.								
16. Production Operator								
16. Production Operator								
16. Production Operator								
17. Service Man								
17. Service Man								
17. Service Man								
18. Estimator								
18. Estimator								

POSITION TITLE *Complete the requested information for the appropriate positions as listed below.*	*ANNUAL SALARY* *List annual rate with last increase.*	*ANNUAL BONUS* *List last bonus paid if within last 12 months.*	*TOTAL ANNUAL SALARY* *Rate + Bonus*	*NUMBER OF PERSONS DIRECTLY SUPERVISED* *See Instructions*	*TOTAL NUMBER OF PERSONS UNDER THIS POSITION* *See Instructions*	*LENGTH OF TIME IN PRESENT POSITION*	*AGE OF EMPLOYEE*	*DO NOT WRITE IN THIS COLUMN*
18. Estimator								
19. Asst. Estimator								
19. Asst. Estimator								
19. Asst. Estimator								
20. Purchasing Agent								
20. Purchasing Agent								
20. Purchasing Agent								
21. Art Director								
21. Art Director								
21. Art Director								
22. Scheduler								
22. Scheduler								
22. Scheduler								
23. Industrial Engineer								
23. Industrial Engineer								
23. Industrial Engineer								
24. Shipping Clerk								
24. Shipping Clerk								
24. Shipping Clerk								
25. Traffic Manager								
25. Traffic Manager								
25. Traffic Manager								

POSITION TITLE Provide the requested information for the position titles listed below.	ANNUAL SALARY List annual rate with last increase.	CURRENT ANNUAL BONUS List last bonus paid if within last 12 months.	TOTAL ANNUAL SALARY Rate + Bonus	NUMBER OF PEOPLE DIRECTLY SUPERVISED See Instructions	TOTAL NUMBER OF PEOPLE UNDER POSITION See Instructions	LENGTH OF TIME IN POSITION	AGE OF EMPLOYEE	DO NOT WRITE IN THIS COLUMN
26. Quality Control								
26. Quality Control								
26. Quality Control								

MANAGEMENT SERVICES STAFF

Director, Management Services	William J. Howe
Assistant to the Director	Luanne Zamarra
Associate Director	Stan Anglen
Assistant to the Associate Director	Mary Bukevicz
Conference Services Director	Antoinette Coniglio
Assistant to the Conference Services Director	Kay Young
Special Projects Director	Margaret Hogue
Director of Fulfillment	Joan Vogelson
Financial Management Programs Assis.	Eleanor Adams